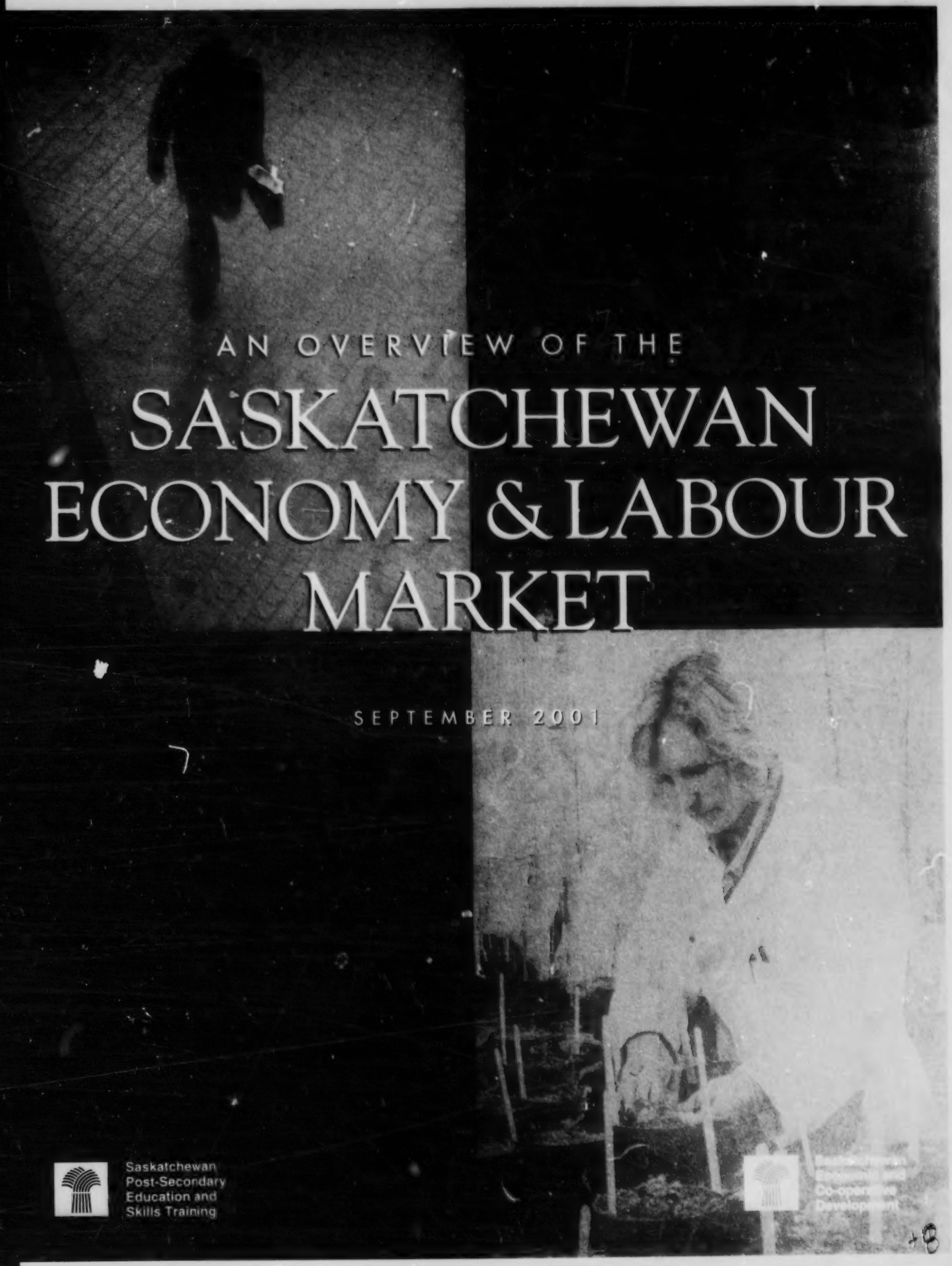

AN OVERVIEW OF THE

SASKATCHEWAN ECONOMY & LABOUR MARKET

SEPTEMBER 2001

Saskatchewan
Post-Secondary
Education and
Skills Training

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An Overview of the Saskatchewan Economy & Labour Market

September 2001

Prepared by

Saskatchewan Post-Secondary Education and Skills Training

&

Saskatchewan Economic and Co-operative Development

Executive Summary

The Saskatchewan economy saw considerable growth in the last decade, despite a decline in prices for agricultural grains and oilseeds in recent years. Since the province's economy is strongly linked to other economies, this growth was supported by the favorable conditions which prevailed in the global economy. For most of the 1990s, the industrialized world experienced steady economic growth, led often by the expansion of the powerful United States economy. Canada's economy has also been fairly buoyant over the recent past and economic growth is expected for the medium term. The future trends in this report are **possible scenarios** and the effects of unanticipated events, such as recent events in the United States, are unknown.

Saskatchewan's economy has grown every year in the past decade, except for 1992. Consumer spending during this period grew at a sharp rate, with substantial increases occurring as well in private capital expenditures, housing starts, exports, and new research and development initiatives. Although the provincial economy is expected to grow steadily over the medium term, the short-term outlook is tempered somewhat by current concerns about the slowing U.S. economy.

In the last decade, the population of Saskatchewan increased gradually as a result of natural increase (births minus deaths) and a declining rate of net out-migration to other provinces. However, inter-provincial out-migration has recently shown some increase, which has been linked to a robust economy in neighboring Alberta. Other population trends in Saskatchewan during the last decade include continued urbanization, an aging labour force and population, and a steady increase in the number of Aboriginal people.

Since 1992, more than 36,000 new jobs were created in Saskatchewan.

As the province's Gross Domestic Product (GDP) grew in the 1990s, the Saskatchewan labour market also enjoyed steady growth throughout most of the decade. Since 1992, over 36,000 new jobs have been created. This job growth would have been considerably higher if the agricultural sector had not experienced a decline of nearly 21,000 jobs during this period.

In the years ahead, the labour force will continue to age and the overall number is projected to level off, despite an expected increase in the number of Aboriginal workers. In 1996, the Aboriginal population was approximately 111,700 or about 11% of the total provincial population. This number is expected to increase, and the Registered Indian population is projected to grow by 3.6% per year over the next 20 years. With more job openings expected in the future, the Aboriginal population has the potential to take advantage of these opportunities if education and training levels increase.

The share of youth (aged 15-24) employment as a percentage of total

employment has fallen from 28% in 1980 to 18% in 2000. This shift in the composition of Saskatchewan's workforce may be attributable to the aging work force and the increase in young people staying longer in school. The youth employment rate in Saskatchewan has remained relatively stable over the past decade and was higher than the national average in 2000 (59% versus 56%).

Post-secondary graduates in the provincial labour force increased from 35% in 1990 to 44% in 2000.

People with higher levels of education and skill now make up a greater proportion of the province's workforce. The percentage of post-secondary graduates in the labour force has increased from 35% in 1990 to 44% in 2000. Independent research has proven that nearly all employment growth, both provincially and nationally, has been attributed to workers with some post-secondary education or more. Higher education has also been linked to increased wages and less reliance on social assistance.

According to the most recent forecast, Saskatchewan's labour market will generate nearly 67,000 job openings in the period 1999-2004, through attrition and new job creation. The majority of these jobs will require a university degree, at least some post-secondary education, or management skills. Semi-skilled workers will also continue to play an important role in the labour market. Almost 75% of all job opportunities will occur in the service sector of the economy.

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Introduction

The *Overview to the Saskatchewan Economy and Labour Market* is a collaborative effort between Saskatchewan Post Secondary Education and Skills Training and Saskatchewan Economic and Co-operative Development. It provides a synopsis of economic, demographic and labour market trends in Saskatchewan, for planners and analysts within government and the post-secondary education, training and employment services sector. The future trends in this report are **possible scenarios** and the effects of unanticipated events, such as the recent events in the United States, are unknown.

Section One: Economic Trends and Indicators provides an overview of the global economy and the impact it has on Saskatchewan. It reviews GDP growth, consumer spending, investment, housing starts, exports, research and development, and small business development.

Section Two: Demographic Trends and Indicators examines population trends, including rural depopulation, the aging of the population, migration patterns, and immigration trends.

Section Three: Labour Market Trends and Indicators examines the labour market trends during the 1990s and beyond. It provides an overview of the characteristics of workers, the characteristics of jobs, unemployment rates, job tenure by industry, and wages.

Section Four: Education and Skills examines education levels and their effect on employment rates in the province. It discusses economic growth and productivity gains, personal development and societal benefits.

Section Five: Aboriginal Population Trends focuses on the Aboriginal population within the province including Registered Indian and Métis peoples. It provides information on population, labour force participation and education levels.

Section Six: Provincial Outlook provides forecast trends for the province, including economic growth projections, sector investments and anticipated job opportunities.

Section Seven: Conclusion provides a summary of the document. It discusses the connections among increased diversification, migration, the aging population and labour force and the increasing Aboriginal population.

The Glossary provides definitions of technical terms used in this document.

Section 1 — Economic Trends and Indicators

International and National Economic Environment

Saskatchewan's economic performance is considerably influenced by the conditions prevailing in the global economy. During the past decade the province has taken significant steps to diversify the economy and make it less susceptible to the influence of any single commodity. Along with agriculture, the energy and mining sectors now play a strong role in the provincial economy. The economic activity generated by Saskatchewan's goods producing sectors has in turn allowed the service industries to contribute strongly to the economy. This reliance on a variety of sectors has allowed the Saskatchewan economy to grow, despite the unsettled conditions in the global economy in recent years.

For most of the 1990s, the industrialized world has experienced economic growth. The United States has led this growth, although there has been signs of a slowdown in the U.S. economy. Indications are that the downturn is likely to continue until late in 2001, and will be followed by a gradual rebound. Some sources attribute this slowdown to the U.S. Federal Reserve, which during the last year and a half, imposed a series of interest rate hikes in response to the booming economy. As well, high oil prices led to escalating energy costs. In January 2001, the Federal Reserve reversed its policy and started lowering interest rates.

Canada's economy has been fairly buoyant over the recent past and economic growth is expected to continue for the next few years, albeit at a slower rate. This economic expansion has been well balanced with consumer spending, business investment and external trade all contributing to the gains. Consumer spending is expected to remain high, especially since the federal government recently announced a series of tax cuts and the Bank of Canada has begun to ease interest rates. Some provincial governments have also announced tax cuts, and all government levels have indicated that they intend to increase spending. Although higher energy prices are contributing to inflation, core consumer price inflation is expected to remain around the mid-point of the Bank of Canada's 1-3% target range.

Saskatchewan's economy has grown every year in the last decade with the exception of 1992, the last year in which the province experienced a recession. Since 1992, the Gross Domestic Product (GDP) has increased on average by 3.4% a year, and over 36,000 new jobs have been created. Consumer spending grew at a sharp rate, with the growth in retail sales outpacing the national average growth rate. As the economy improved over the decade, there was a substantial increase in private capital expenditures, housing starts, exports, and research and development initiatives.

However, there are factors which could negatively impact the economy in the future. The slowdown in the United States economy affects Saskatchewan's economy. The most recent Saskatchewan Finance estimates for the U.S. economy anticipate it will grow at an average annual rate of 4.0% over the 2000-2005 period. Saskatchewan's economic performance is also influenced by the Canadian economy. Saskatchewan Finance expects that the Canadian economy will grow at an average rate of 3.6% over the same period. In light of these forecasts, Saskatchewan Finance estimates that the provincial economy grew by 3.4% in 2000 and predicts growth of 2.2% in each of 2001 and 2002, 2.0% in each of 2003 and 2004 and 2.5% in 2005. Independent forecasters, such as the Conference Board of Canada, anticipate growth of 1.8% in 2001 and 2.5% in 2002 (*Conference Board of Canada, Summer 2001 Provincial Outlook*).

Saskatchewan Economic Environment

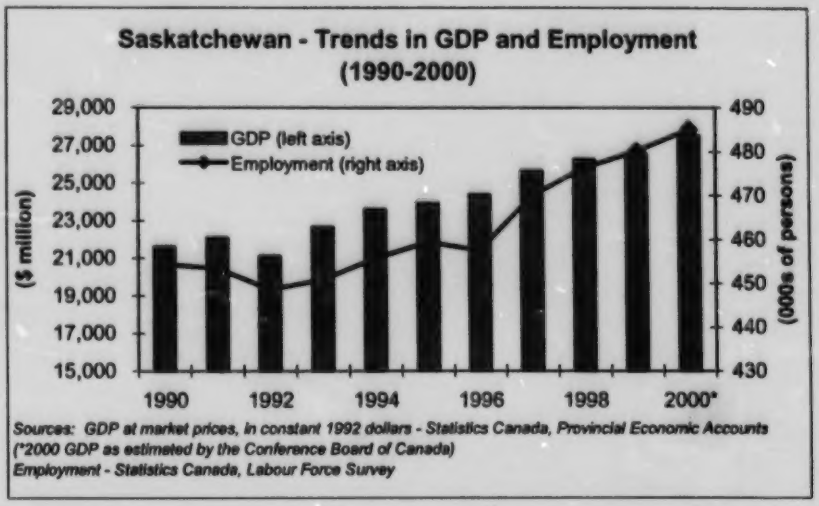
GDP Growth

From 1992 to 2000 Saskatchewan has had eight consecutive years of GDP growth.

The province has had eight consecutive years of GDP growth since 1992, based on Saskatchewan Bureau of Statistics estimate that Saskatchewan experienced an additional year of economic growth in 2000 of 4.6%. Statistics Canada indicates that real GDP grew in the period 1992-99 at an annual average rate of 3.4% – the third highest among the provinces and the same as the national average. Over the same period, Saskatchewan's *per capita* real GDP grew at an average annual rate of 3.0% – the second highest in the nation. In 1999, the year for which the latest data can be obtained, Saskatchewan's real GDP (at market prices) stood at $26.5 billion, the sixth largest in Canada.

As the GDP grew in the recent past, so too did employment (Figure 1.1). Statistics Canada data indicates that by 2000, there were 485,000 people employed in the province, an increase of 5,000 or 1% from the previous year. If primary agriculture which is experiencing low prices for grains and oilseeds is excluded from the total, the province's non-agricultural sectors contributed a combined total of 10,400 new jobs to the economy, a 2.5% increase over 1999.

Figure 1.1



In 1999, Saskatchewan's total real GDP (at factor cost) amounted to $23.9 billion. In that year, nearly two-thirds of the province's GDP was produced by the service sector (63%) with the goods-producing sector accounting for the remainder (37%). The accompanying figures show the relative contribution of the individual industries to these two sectors.

Figure 1.2

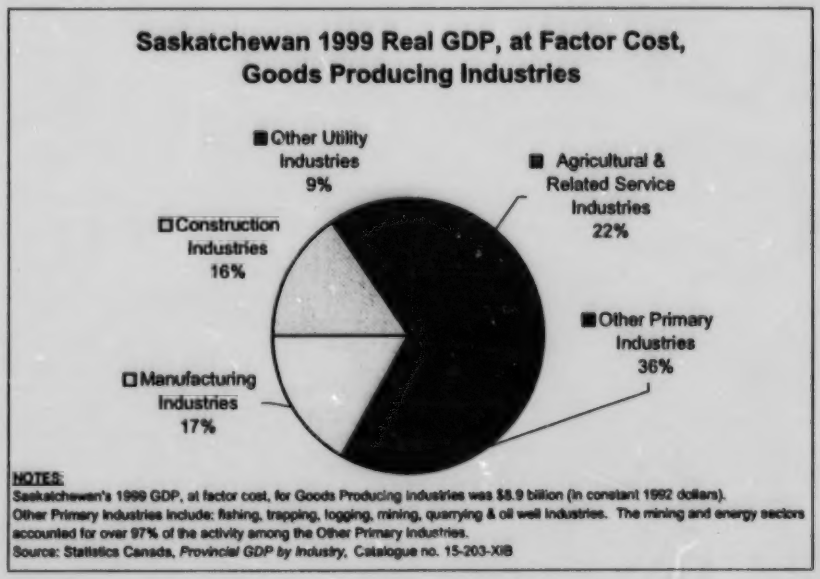
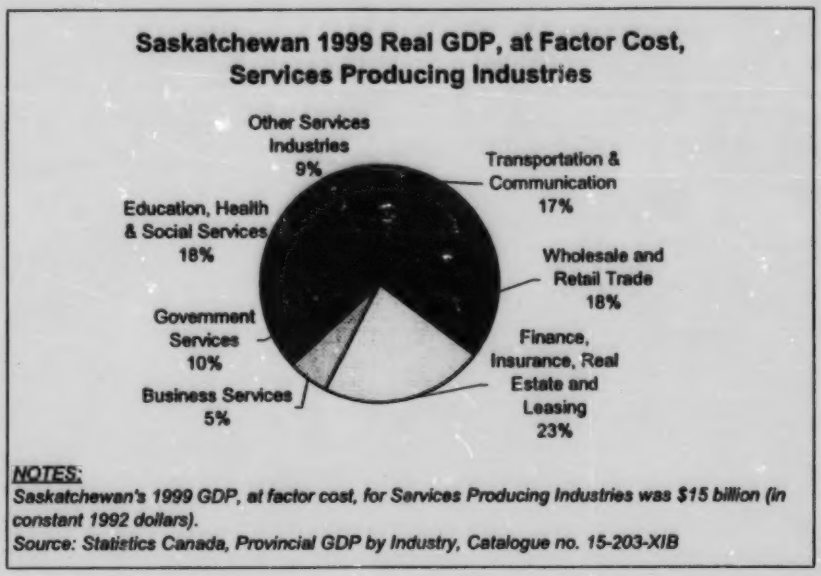

Saskatchewan 1999 Real GDP, at Factor Cost,
Goods Producing Industries
Other Utility Industries 9%
Agricultural & Related Service Industries 22%
Construction Industries 16%
Other Primary Industries 36%
Manufacturing Industries 17%
NOTES:
Saskatchewan's 1999 GDP, at factor cost, for Goods Producing Industries was $8.9 billion (in constant 1992 dollars).
Other Primary Industries include: fishing, trapping, logging, mining, quarrying & oil well industries. The mining and energy sectors accounted for over 97% of the activity among the Other Primary Industries.
Source: Statistics Canada, Provincial GDP by Industry, Catalogue no. 15-203-XIB

Figure 1.3


Saskatchewan 1999 Real GDP, at Factor Cost,
Services Producing Industries
Other Services Industries 9%
Transportation & Communication 17%
Education, Health & Social Services 18%
Wholesale and Retail Trade 18%
Government Services 10%
Finance, Insurance, Real Estate and Leasing 23%
Business Services 5%

NOTES:
Saskatchewan's 1999 GDP, at factor cost, for Services Producing Industries was $15 billion (in constant 1992 dollars).
Source: Statistics Canada, Provincial GDP by Industry, Catalogue no. 15-203-XIB

Consumer Spending

Overall spending in Saskatchewan's retail stores had strong growth throughout the last decade, somewhat higher than the national average growth rate.

Consumer spending has been strong in Saskatchewan during the past decade. Low interest rates, in combination with low and stable inflation rates, have encouraged consumer spending. Retail sales in Saskatchewan increased from $5.3 billion in 1991 to $8.1 billion in 1999. This is an annual average increase of 4.9%, slightly higher than the national rate of 4.8%.

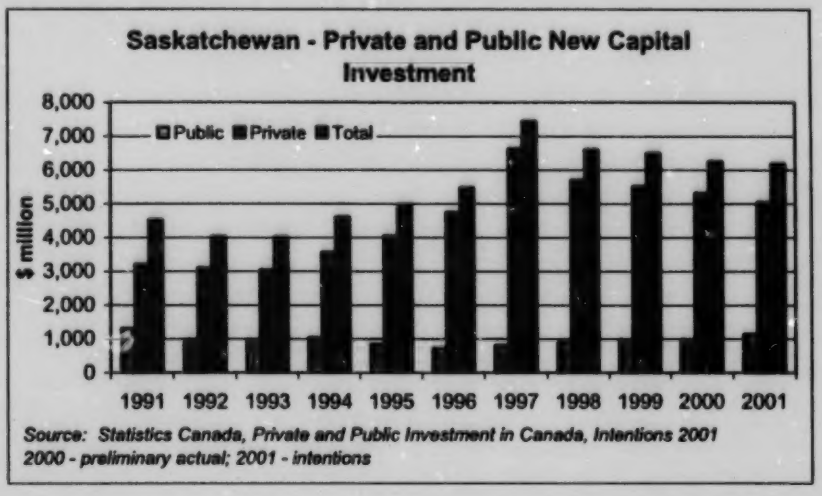
Figure 1.4

Source: Statistics Canada, Distributive Trades Division

Investment

One sign of a healthy economy is the amount of private and public sector investment. New capital investment is important because it increases productivity, generates economic growth and raises living standards. Saskatchewan experienced a considerable increase in private capital expenditures during the last decade, while public capital expenditures remained relatively stable.

Figure 1.5



Source: Statistics Canada, Private and Public Investment in Canada, Intentions 2001
2000 - preliminary actual; 2001 - intentions

In 2001, public expenditures are anticipated to amount to $1.1 billion, while private expenditures are projected to be $5.1 billion.

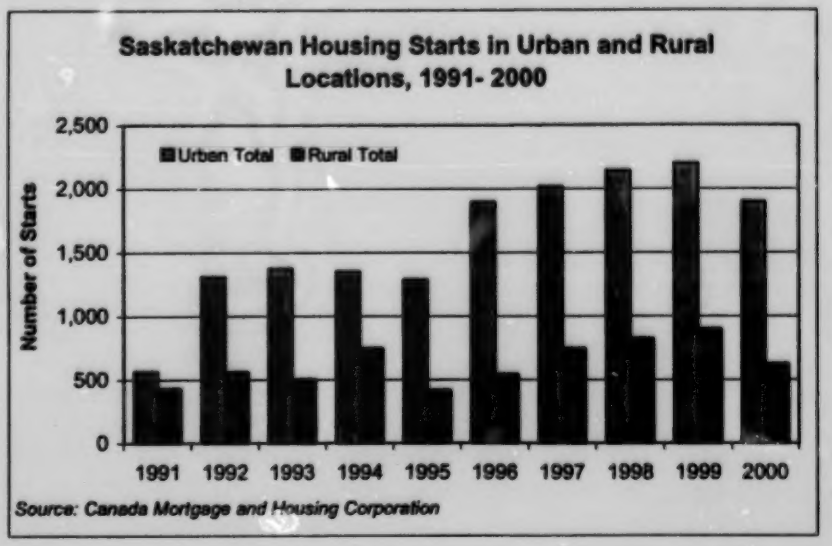
As Figure 1.5 indicates, Saskatchewan's new capital spending by public and private organizations has exceeded $6 billion annually between 1995 and 2000. There was a considerable increase in public and private sector investments from 1993 to 1997, but that has fallen every year since, mainly because of reduced investment in the energy, mining and agriculture sectors due to low commodity prices.

Housing Starts

During the first half of the 1990s, housing starts were relatively stable, and they increased substantially after that period. From 1991-2000, housing starts in urban centres (populations greater than 10,000) grew at an annual rate of 19.8% (from 566 to 1,895), while housing starts in rural centres grew by 8.9% (from 432 to 523). More recently, there were 2,518 housing starts in Saskatchewan in 2000.

Since 1996, new homebuilding activity has increased in response to greater demand.

Figure 1.6



Over the long term, future homebuilding activity will likely be based on the province's changing demographics. As the baby-boomers continue to age, there will be a greater likelihood that they will be moving from their homes into condominiums and eventually assisted-living developments, creating niche market opportunities for homebuilders.

Exports

With an economy that is still heavily influenced by commodity prices, Saskatchewan continues to rely on exports to the rest of Canada and around the world. The province is one of the more trade dependent jurisdictions in the country. In 1999, Saskatchewan exports to other countries amounted to 37% of the province's GDP at factor cost. When shipments to the rest of Canada are included, exports account for over 60% of Saskatchewan's GDP.

Saskatchewan's international exports more than doubled from 1991 to 2000. During this period, exports increased at an annual average rate of 10%. Exports decreased slightly in 1998 and 1999 due to falling commodity prices and reduced demand in Asian markets. Strong growth took place in 2000 due to rising energy prices and an increase in the export of manufactured goods.

Saskatchewan's exports to other countries amounted to $12.5 billion in 2000. This was a 26% increase over the previous year.

Figure 1.7

Research and Development

Saskatchewan has been taking strides to benefit from the emerging knowledge-based economy. By investing in research and development (R&D) and adopting new technologies, Saskatchewan can expand its economic base. Initiatives such as the Synchrotron Light Source Project, Innovation Place Research Park at the University of Saskatchewan, and the development of a new Research Park at the University of Regina have attracted attention and investment from major corporations and all government levels. The province is home to a growing number of new economy companies ranging from information technology to aerospace.

This R&D investment has not always been the case. Saskatchewan, with its past reliance on primary industries, has not benefited from high levels of R&D investment. Canada too has lagged in this regard. In 1998, the latest year for which R&D expenditures are available, Canada's Gross Expenditures on R&D (GERD) were 1.7% of the national GDP. Saskatchewan's GERD as a percentage of the provincial GDP was 0.9%. In 1997, Canada was ranked 15th among the Organization for Economic and Co-operation and Development (OECD) countries in terms of its R&D spending as a percentage of national GDP. However, the federal government has targeted to move Canada by 2010 to the top five OECD countries for R&D performance.

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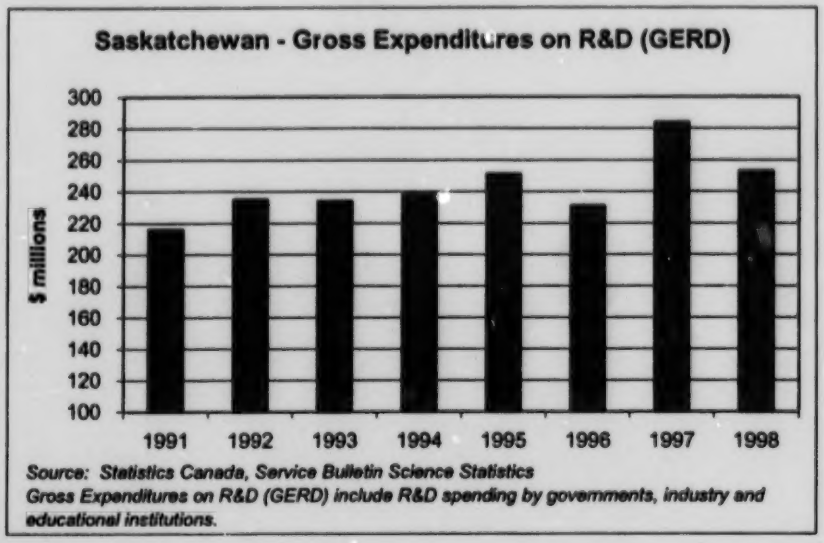
As Figure 1.8 indicates, Saskatchewan's GERD grew at an annual rate of 2.8% from 1991-98. It peaked in 1997 at $284 million, falling to $253 million the following year.

Figure 1.8



Source: Statistics Canada, Service Bulletin Science Statistics
Gross Expenditures on R&D (GERD) include R&D spending by governments, industry and educational institutions.

Small Business Development

Small business remains one of the driving forces of the provincial economy. This situation is similar across Canada. Although small businesses do not always have a high profile, their numbers testify to their importance.

Table 1.1

Saskatchewan – Number of Businesses		
Business Size	**Number of Businesses**	**Percentage of Total Businesses**
Businesses with 20 or more employees	3,902	9.6%
Businesses with less than 20 employees	36,900	90.4%
• Businesses with less than 5 employees	24,876	61.0%
• Businesses with 5 to 19 employees	12,024	29.4%
Total (all businesses)	40,802	100%
Source: Statistics Canada, Business Register (1999)		

The small business sector continues to be a major employer in Saskatchewan.

In 1999, the most recent year for which data from Statistics Canada's *Business Register* is available, there were 36,900 small businesses (those with less than 20 employees) in Saskatchewan, making up 90% of the total businesses in the province. Businesses with less than five employees made up 24,876 (61%) of all businesses. For Canada as a whole, there were 891,989 businesses with less than 20 employees, comprising 88% of all businesses.

Table 1.2

Saskatchewan – Employment and Payroll in Business		
Business Size	**Employment (000's)**	**Payroll ($ 000,000)**
Businesses with 20 or more employees	269.6	8,216
Businesses with <20 employees	99.5	2,227
• Businesses with <5 employees	44.1	1,006
• Businesses with 5 to 19 employees	55.4	1,221
Total (all businesses)	369.1	10,443
Source: Statistics Canada, Employment Dynamics 1997		

In 1997, the most recent year for which data from Statistics Canada's *Employment Dynamics* are available, firms employing fewer than 20 employees paid out $2.2 billion (21%) of the total Saskatchewan payroll. Businesses with less than five employees had a payroll of $1 billion (10%). For the Canadian economy, businesses with less than 20 employees paid out $72.5 billion, or 18% of the total payroll.

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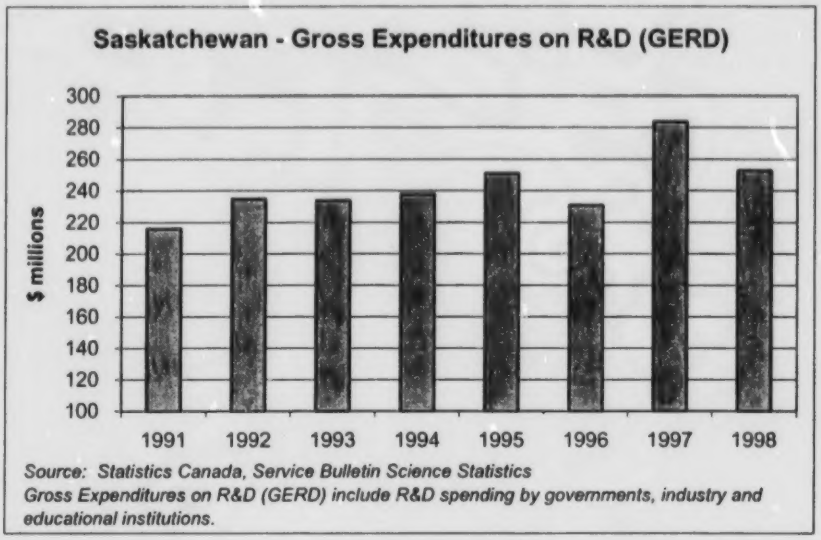

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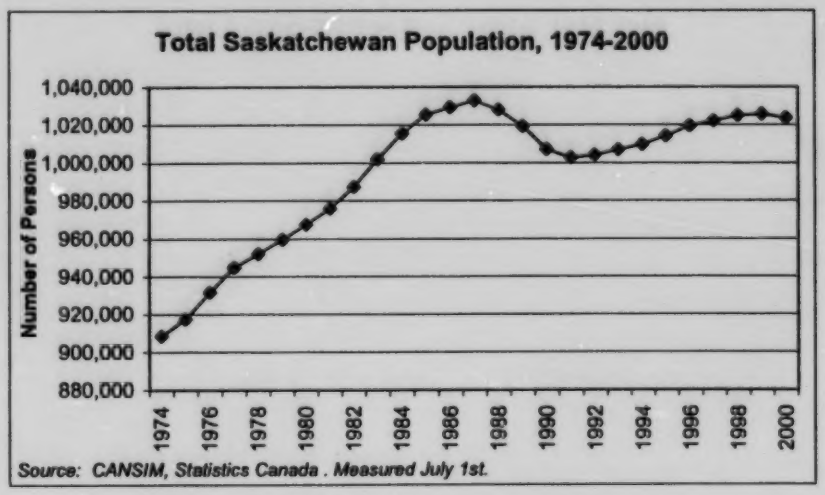
Section 2 — Demographic Trends and Indicators

In 2000, the population of Saskatchewan was 1,023,600 with a nearly equal distribution of men and women. The past decade has seen a gradual increase in the population resulting from natural increase and declining inter-provincial migration. However, inter-provincial mobility has started to rise in recent years. Saskatchewan's population is also becoming more urbanized.

The Aboriginal population has been steadily growing, and is expected to make up an increasing proportion of the provincial population.

Saskatchewan's Population

Figure 2.1

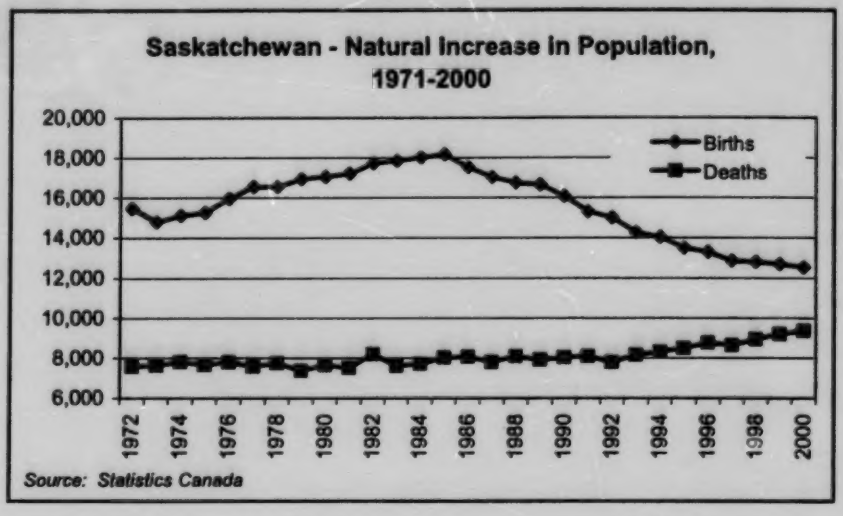


As Figure 2.1 indicates, Saskatchewan's population increased by 106,000 from 1975 to 2000. Over this 25-year period the annual growth rate was 0.5%; however, over the past 10 years this growth rate slowed to 0.2%.

The two major factors which contribute to the change in population levels in any jurisdiction are the natural rate of population change (births minus deaths) and the inter-provincial migration patterns. In Saskatchewan for the past three decades, the number of births has exceeded the number of deaths each year, leading to a natural increase in the population levels. In 2000, the number of people born in Saskatchewan was an estimated 12,600, whereas there were 9,400 deaths. This natural increase of 3,200 contributed positively to the population level.

Figure 2.2 shows the number of births and deaths that occurred in Saskatchewan over a thirty year period from 1971 to 2000. The number of births exceeded the number of deaths each year, although this trend appears to be declining. The number of births increased, peaked in 1986 and subsequently declined. This phenomenon has been referred to as the "baby-boom echo", a period during which a higher number of births occurred as the "baby-boomers" had their own children.

Figure 2.2



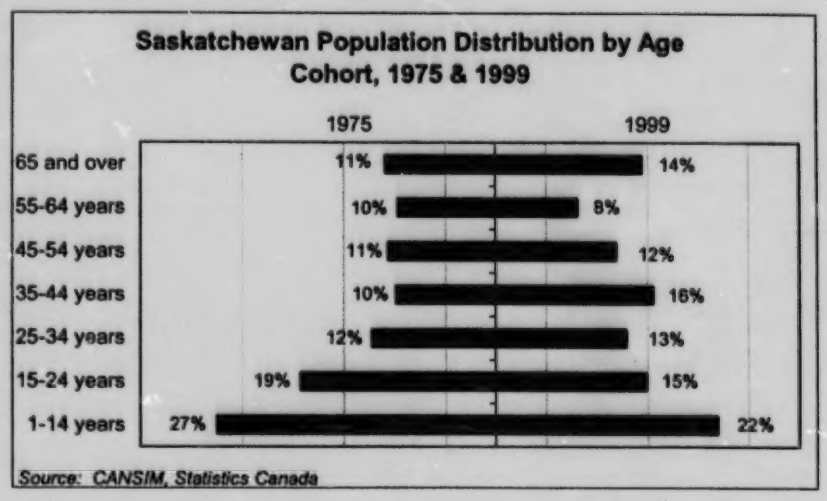
Despite an overall increase in the provincial population, the total number of people living in rural Saskatchewan has declined. Over the past decade, there was a 6% drop in the number of people living in rural areas[1]. More young people are leaving rural Saskatchewan, with Saskatchewan Health statistics indicating a 20% decrease in the number of people under the age of 35. At the same time, the number of people older than 35 years of age increased by 4% in rural areas.

As shown in Figure 2.3, Saskatchewan's population is aging. The number of people aged 65 and over increased from 11% (100,200) to 14% (148,700) over the past twenty-five years (1975-1999). Over the same period, the number of people aged 15 to 24 decreased by 19%. This trend reflects a decrease in fertility rates, an increase in the average life span, and the effects of inter-

[1] This information comes from Saskatchewan Health's 1990 and 2000 Covered Populations. For the purposes of this document, rural areas consist of rural municipalities, villages and towns; and urban areas consist of cities. Reserves are grouped distinctively as they are not broken out by rural and urban.

provincial migration.

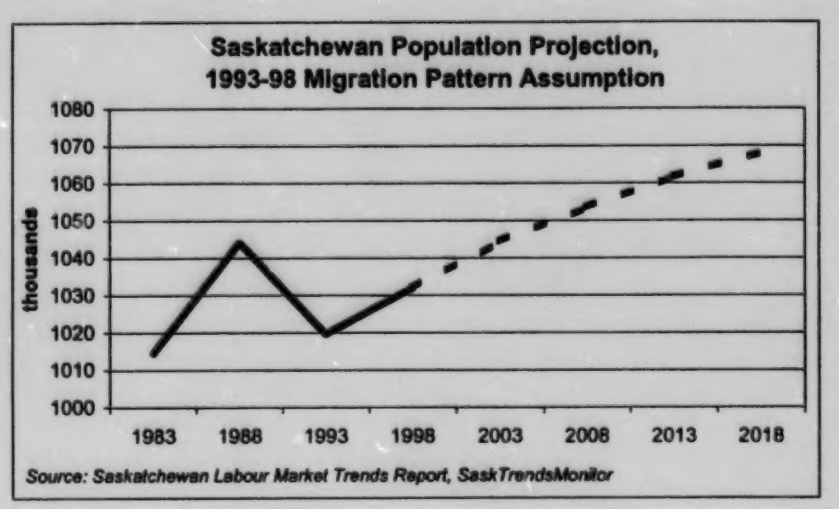
Figure 2.3



Forecasted Population

In 1999, the Department of Post-Secondary Education and Skills Training commissioned the *Saskatchewan Labour Market Trends Report* to examine historic and future demographic and labour force patterns, and possible impacts on the population and labour force. The report findings forecast the provincial population to grow slowly over the next 20 years, averaging about 0.2% per year (Figure 2.4).

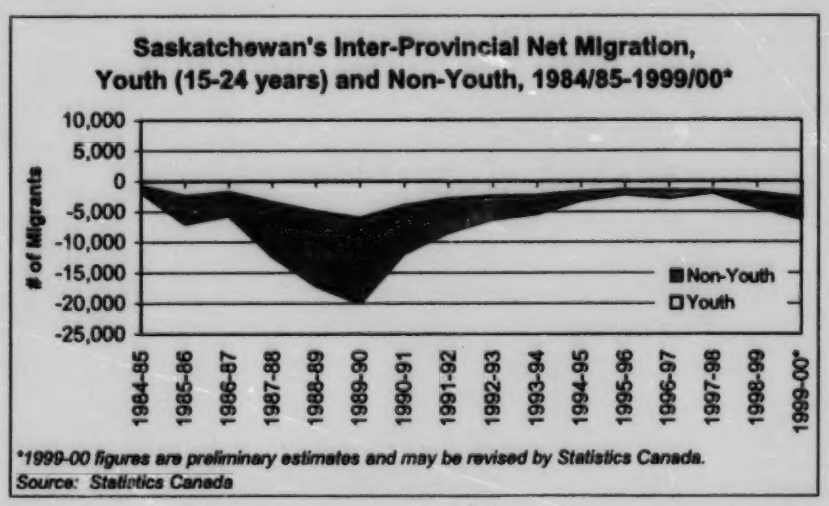
Figure 2.4



Migration Patterns

Saskatchewan has traditionally been a province of net inter-provincial out migration. The economic prosperity of neighbouring provinces, such as Alberta, effect the migration flows to and from Saskatchewan. The "pull" of job opportunities elsewhere influences peoples' decisions, and will continue to do so regardless of opportunities here at home in Saskatchewan.

Figure 2.5

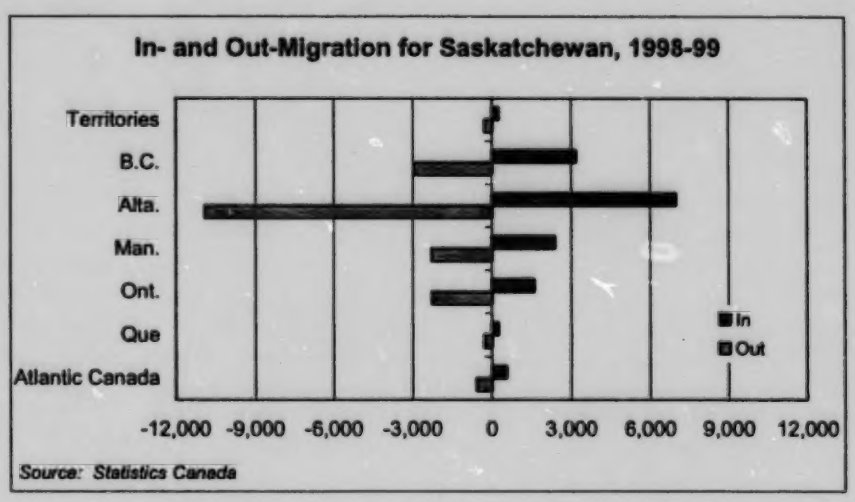


The pull of job opportunities elsewhere will continue to influence people's mobility decisions, regardless of opportunities in Saskatchewan.

During the late 1980s and early 1990s, the province experienced a recession and a period of low economic growth. In 1989-1990, nearly 20,000 people left the province as shown in Figure 2.5. As the economy steadily improved, this pattern reversed itself. However, Saskatchewan residents were leaving the province in higher numbers by the end of the decade, despite strong economic activity. The province had a net loss of 4,300 people in 1998-1999, and preliminary estimates for 1999-2000 indicate that the province experienced a further net loss of 6,300 people. In 1999-2000, approximately 44% of the net inter-provincial migration was people aged 15 to 24.

Saskatchewan's largest inter-provincial exchange of people is with Alberta (Figure 2.6). In 1998-1999, Alberta was the destination of approximately 90% of Saskatchewan's net migration. There has been increased job opportunities in Alberta over the past several years due to its strong economic growth. Saskatchewan has a sizable inflow of people from Alberta and British Columbia to partially balance the outflow.

Figure 2.6



A number of post-secondary institutions in the province undertake graduate follow-up studies that determine graduate relocation after program completion. This provides information on graduate outflows from the province; however, it does not give an indication of graduate inflows to Saskatchewan.

As Figure 2.7 indicates, there was a general increase in the number of SIAST graduates remaining in the province during most of the 1990s. However, these numbers have recently decreased which is reflective of overall migration patterns. Migration patterns among university graduates are linked to the type of work they do. The University of Saskatchewan conducted a survey in 2000 of its 1994 graduates (Figure 2.8). The majority of graduates remained in the

province, except for veterinarians and social workers/counselors. The number of recent graduates from the College of Veterinary Medicine leaving the province is understandable, as it is the only school in Western Canada and many graduates return to their home provinces.

The large majority of recent graduates from Saskatchewan's post-secondary institutions remain in the province.

Figure 2.7

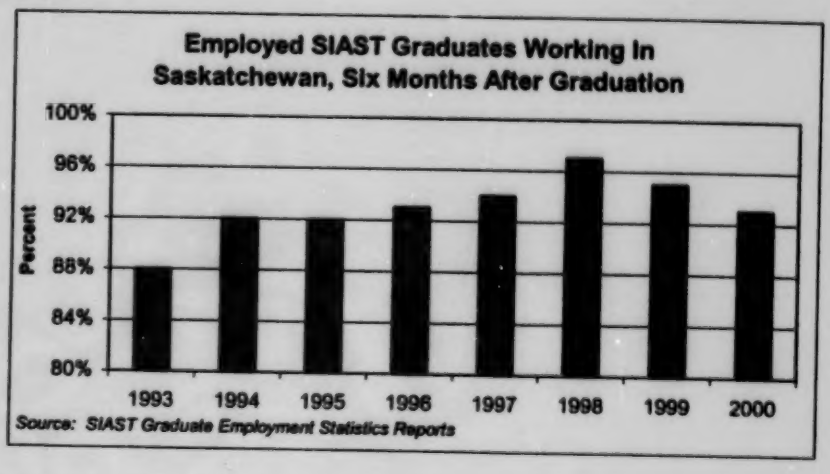
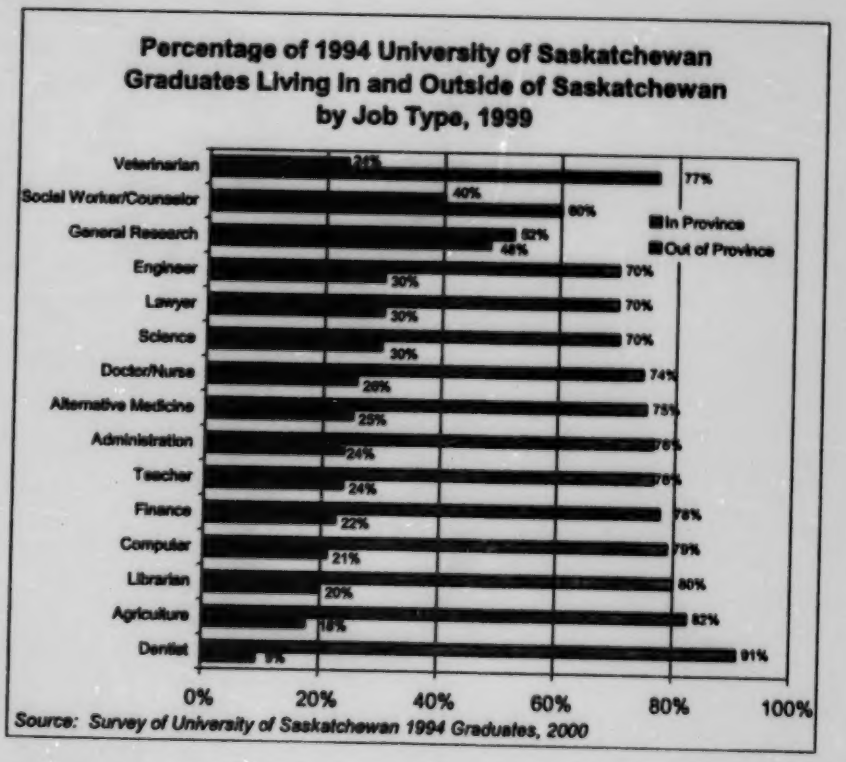


Figure 2.8



International Migration

Net international migration to Saskatchewan is relatively small and is stable over various economic conditions. Over the ten-year period of 1989-1990 to 1999-2000, the average annual net migration to Saskatchewan was 1,640.

Saskatchewan does not receive as many international migrants as other provinces. In 1999-2000, the province's share of the country's net international migration was 0.6%, whereas Saskatchewan made up 3.3% of Canada's population.

Section 3 — Labour Market Trends and Indicators

The Saskatchewan labour market has enjoyed steady growth throughout the mid-to-late 1990s with an increasing employment rate and a stable unemployment rate. The province has had a higher labour force participation rate than the national rate during the 1990s. From 1990 to 2000, the employed labour force in Saskatchewan grew by more than 30,000 people and has continued to diversify. Agricultural employment declined by 20,900, but was offset by a growth of 51,600 people in non-agricultural employment. The unemployment rate reached a high of 8.2% in 1993, the year following the 1992 recession. Since then the unemployment rate continued to decrease as the economy recovered.

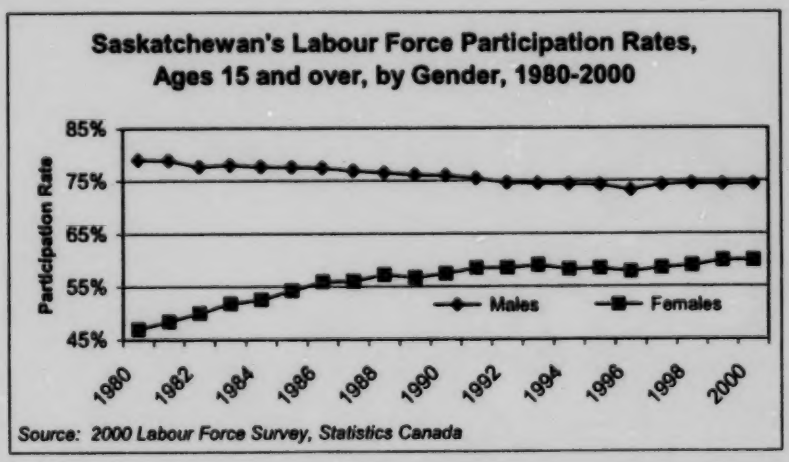
In 2000, the total employed labour force in Saskatchewan was 485,000. The unemployment rate was 5.2%, which was 1.6 percentage points lower than the national average.

Saskatchewan's Labour Force

The Saskatchewan labour market consists of people 15 years of age and older who are in the labour force and are either employed or unemployed. In 2000, the provincial labour force had 511,700 participants, which resulted in a participation rate of 67%, one percentage point higher than the national average.

During the 1980s, there was an increase in the number of women participating in the labour force, although their participation rate leveled off during the 1990s. Men continue to have a higher participation rate than women – 74% compared to 60% in 2000 (Figure 3.1). This trend has effected the gender composition of the labour force, which has changed over the past 20 years. Men constituted 63% of the labour force in 1980; however, this number dropped to 55% by 2000.

Figure 3.1



Saskatchewan has a slightly different age composition in its labour force compared to the national average (Table 3.1). The province has a larger proportion of its labour force in both the 15-24 and the 55-and-over age categories.

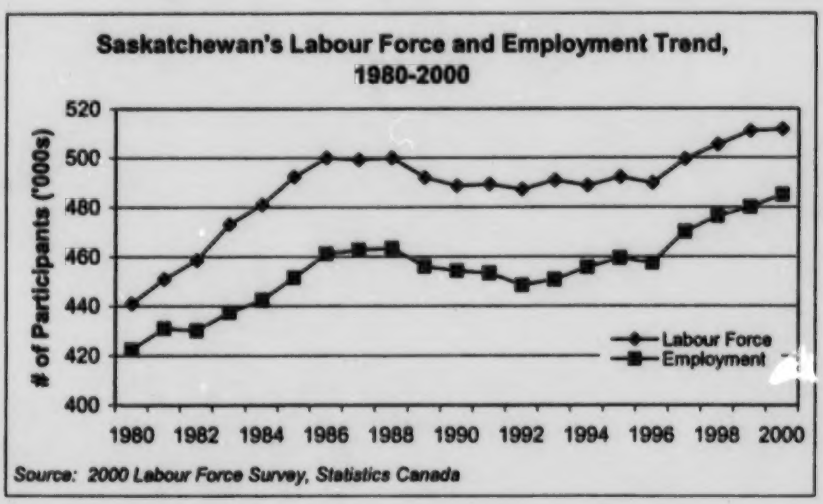
Saskatchewan has a greater proportion of its labour force in both the 15-24 and the 55-and-over age categories.

Table 3.1

Age Composition of the Provincial and National Labour Force, 15 Years and Over, 2000		
Age	Saskatchewan	Canada
15-24	19%	16%
25-44	47%	51%
45-54	21%	22%
55 and over	13%	10%
Source: 2000 Labour Force Survey, Statistics Canada		

Labour force trends are closely echoed by trends in employment. As Figure 3.2 indicates, when the province undergoes an economic slowdown, the lines diverge as unemployment levels increase. For example, the dip in the number of labour force participants during the late 1980s and early 1990s coincides with the economic slowdown during that period. This resulted in a decline in employment as more people became unemployed. Most of the growth in the labour force over the past ten years occurred in the late 1990s, as the economy subsequently recovered.

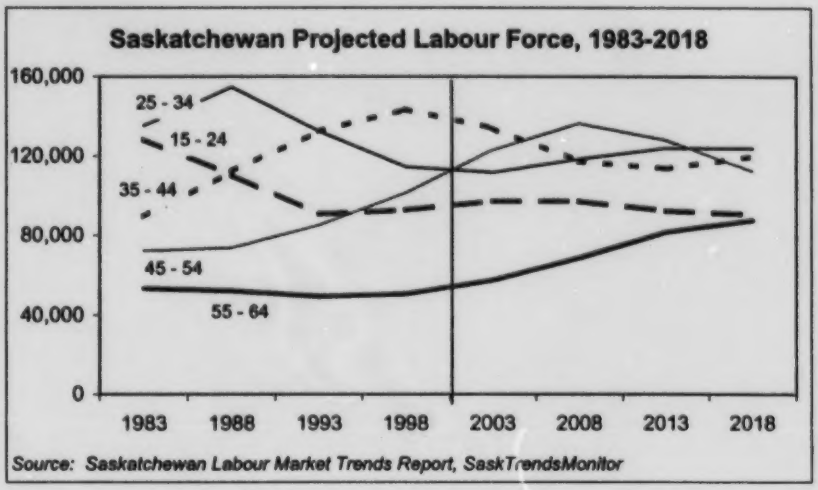
Figure 3.2



Projected Labour Force

With Saskatchewan's population continuing to age, it is expected that the number of labour force participants will increase until 2008 and then begin a level off. These factors will also cause the dominant group in the labour force to switch from the current 35-44 age group to the 45-54 age group during the 1998 to 2018 period. By the end of the forecast period, the 25-34, 35-44 and 45-54 age cohorts are relatively close in size and the 55-64 age group will increase by almost 50%.

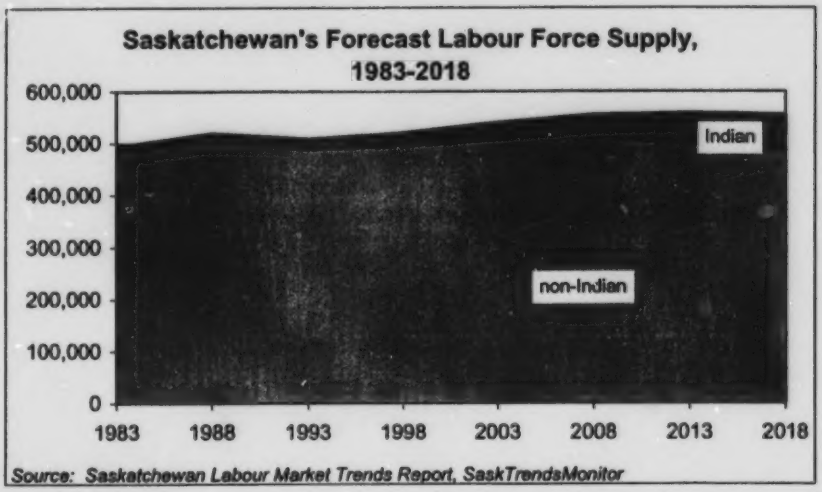
Figure 3.3



This slowdown in the labour force is expected despite a predicted increase in the number of Aboriginal workers as shown in Figure 3.4. It is estimated that the labour force in 2018 (aged 15 and over) will have an increased number of older workers and the Registered Indian[2] population will increase from the current level of 5% of the labour force to 14%. By 2018, 22% of new entrants to the labour force (aged 15-24) are projected to be Registered Indians.

[2] The *Registered Indian* population rather than the Aboriginal population is used because mortality and fertility rates for the non-Indian Aboriginal populations are not known, and because detailed age breakdowns for the *Registered Indian* population over the past few years are readily available. *Registered Indians* are those who are "registered" under *The Indian Act* of Canada; they made up about two-thirds of the Aboriginal population in the province.

Figure 3.4



Employed Labour Force

The employed labour force consists of individuals who have done work for pay or profit, and includes private and public sector employees and the self-employed. Information on the employed labour force is provided for characteristics of the worker and characteristics of the job.

Characteristics of the Worker

Characteristics of the worker include employment rate, gender, age and multiple job holders.

In 2000, the Saskatchewan employed labour force was 485,000 people. With an employment rate of 64%, Saskatchewan exceeds the national average of 61%. The gender breakdown was 54% male and 46% female. Women had an employment rate of 57% which was one percentage point higher than the national average. Men also had an employment rate which was higher than the national average (70% versus 68%).

The age demographics of the employed labour force are shown in Figure 3.5, which also indicates the extent to which the labour force has been aging since 1980. 25-54 year olds represent the prime working group. In 1980 this age group made up 58% of the total employed labour force in the province, and by 2000 this percentage had risen to 68%.

Figure 3.5

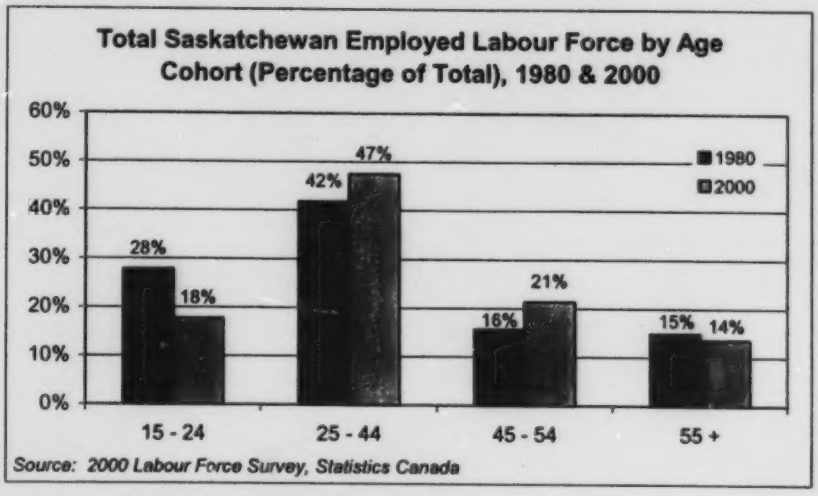


Table 3.2 shows a twenty year comparison of Saskatchewan's employment rate by age cohort. The employment rates of the 25-54 age cohorts have increased significantly from 72-76% in 1980 to 83-84% in 2000, which is largely attributable to women's increased participation in the employed labour force. The employment rate gap between the 15-24 and 25-54 age cohorts has widened, due to an increasing number of young people obtaining higher levels of education. More young people pursuing post-secondary education has also contributed to the decrease in the youth employment rate over time. For example, the number of people aged 20-29 in the population has declined over the past 20 years; however, the number of full-time students in this age group has more than doubled.

Table 3.2

Saskatchewan Employment Rate (%) by Age Cohort, 2000		
	1980	2000
15 – 24 years	65	59
25 – 44 years	76	84
45 – 54 years	72	83
55+ years	32	30
Total, 15+ years	60	64
Source: 2000 Labour Force Survey, Statistics Canada		

In 2000, 42,100 or 9% of Saskatchewan's employed labour force were multiple job holders, composed of equal number of males and females. The main job of 27% of these multiple job holders was a sales and services occupation. A worker's main job is considered to be the job with the highest number of usual hours worked. The main job of 17% of multiple job holders were in occupations unique to primary industry (i.e. agriculture, fishing, forestry, oil and gas), with 94% being agricultural occupations. These numbers do not necessarily reflect all of the multiple job holders in agriculture, as an increasing number of farmers work full-time off the farm and report their main job to be outside of the agricultural sector.

Characteristics of the Job

Job characteristics consist of permanent and temporary status, hours worked, job tenure, full and part time status, and self employment statistics.

In 2000, 87% of total employees in Saskatchewan (excluding self-employed) were permanent employees, with the remaining classified as temporary employees. These figures match the national averages.

Seventy-seven per cent of all temporary workers are in the service-producing sector. Within this sector, 42% of temporary workers are term or contract employees, 40% are casual and 17% are seasonal workers.

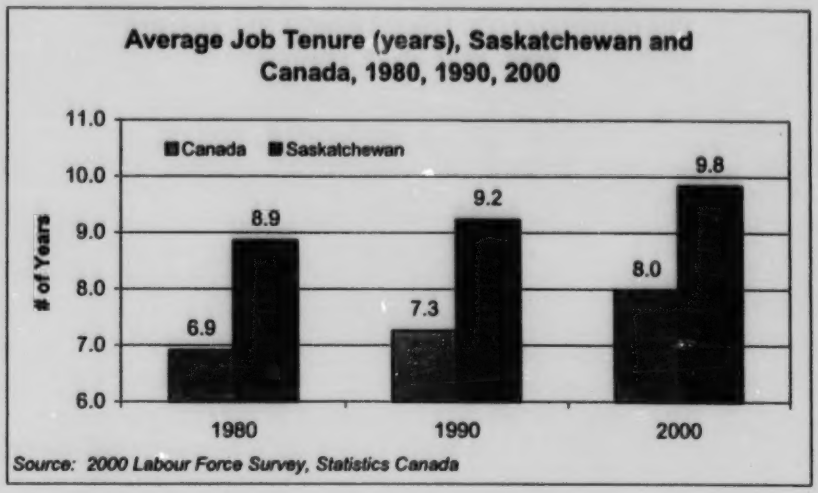
The goods-producing sector accounts for the remaining 23% of all temporary workers. Within this sector, 32% of temporary workers are term or contract employees, 10% are casual and 58% are seasonal workers. Agriculture and construction both have 28% of their workers as temporary employees. Temporary agricultural workers are mainly seasonal workers, and temporary construction workers are seasonal and contract workers.

In 2000, Saskatchewan workers averaged 36.4 hours per week, which is one-and-a-half hours more a week than the average Canadian worker.

The average job tenure in Saskatchewan has increased from 8.9 to 9.8 years over the past 20 years. This is substantially longer than the national average of 8.0 years (Figure 3.6).

Saskatchewan people are working longer for the same employer compared to the average Canadian.

Figure 3.6



As Table 3.3 indicates, the length of an employee's time spent with a single employer varies greatly, depending on the industry. Job tenure ranges from an average of 23 years for those working in Agriculture to 3.5 years in Accommodation and Food Services. As well, men have a job tenure in Saskatchewan which is 3.2 years longer than women.

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Table 3.3

Saskatchewan Job Tenure by Industry (years), 1990, 2000		
	1990	2000
Total Employment	9.2	9.8
Goods-producing sector	**14.9**	**15.4**
Agriculture	20.6	22.9
Forestry, fishing, mining, oil and gas	8.7	9.3
Utilities	12.0	13.8
Construction	6.7	8.7
Manufacturing	7.7	8.3
Services-producing sector	**6.5**	**7.7**
Trade	6.1	6.6
Transportation and warehousing	8.4	9.5
Finance, insurance, real estate and leasing	7.2	8.9
Professional, scientific and technical services	4.8	7.5
Mgmt of companies & administrative & other support services	4.1	5.5
Educational services	8.3	9.2
Health care and social assistance	6.4	8.8
Information, culture and recreation	7.1	7.3
Accommodation and food services	2.6	3.5
Other services	5.5	7.3
Public administration	8.6	10.5
Source: 2000 Labour Force Survey, Statistics Canada		

In the past decade, most job growth has been in full-time employment.

Net job growth in the past decade has been in full-time employment. Saskatchewan had an annual full-time employment growth rate of 1.0% for the past ten years, compared to the national average of 1.1%. In 2000, full-time employment accounted for 80% of total employment (389,500) compared to the national average of 82%. Figure 3.7 shows that full-time employment has steadily increased since 1992.

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Figure 3.7

The province's annual part-time employment growth rate was -0.6% over the past decade compared to the national average of 1.9%. This decline in part-time employment was partially due to part-time jobs being converted to full-time opportunities in response to the growing economy. Figure 3.8 shows the gradual but steady, decline in part-time employment during the 1990s.

Figure 3.8

According to the 2000 Labour Force Survey, 78% of those working part-time stated they were doing so voluntarily. The remainder were working part-time because of business conditions or the inability to find full-time employment. Fewer Saskatchewan workers were involuntarily working part-time in comparison to their national counterparts (22% versus 25%).

In 2000, youth aged 15-24 represented 35% of all part-time employees, which is disproportionately higher than their 18% share of the employed labour force. This is due to several factors, including attendance at educational institutions, lack of work experience and personal preference. The 25-54 age cohort represent 48% of all part-time workers. This age cohort has the highest percentage of female part-time workers (84%). The remaining 17% of part-time workers are in the 55+ age group.

In 2000, 53% of Saskatchewan's labour force were private sector employees, 23% were public sector employees, and 23% were self employed. Over the past 10 years, Saskatchewan has not followed the national trend for self-employment. Nationally, self-employment has risen from 14% of the labour force in 1990 to 16% in 2000, whereas Saskatchewan's self-employment dropped from 25% to 23%. This represents a decline of 2,300 workers, which is due to a decline in the number of farmers. As seen in Figure 3.9, non-agricultural self-employment has increased over the past decade by 11,500 and agriculture decreased by 13,900. Self-employment in agriculture has been decreasing in the last few years, reflecting the difficult conditions in that sector and the trend to off-farm work.

Figure 3.9

The # of non-agricultural self-employed has increased by nearly 12,000 while self-employed agricultural workers have decreased by almost 14,000 during the last 10 years.

Unemployment

Saskatchewan tends to have a lower unemployment rate than the national average.

Saskatchewan's unemployment rate has been historically lower than the national rate, although it tends to follow the national trend. Saskatchewan's low unemployment rate is an indicator of the province's self-regulating environment, which is effected by inter-provincial migration and the high proportion of farmers. During the late 1980s and early 1990s when the province was in an economic slowdown, the unemployment rate rose to 8.2%, and as the economy recovered the rate began to decline, reaching 5.2% in 2000 (Figure 3.10). This was lower than the national average of 6.8%. The province had 26,700 people who were unemployed, with 38% aged 15-24.

Figure 3.10

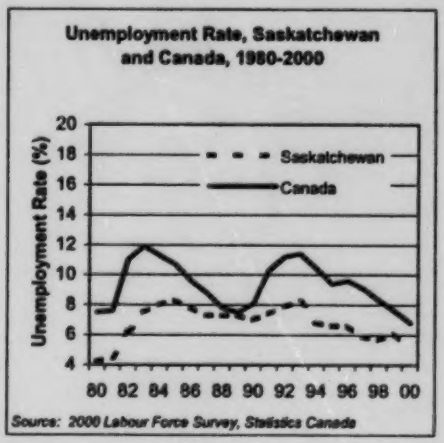
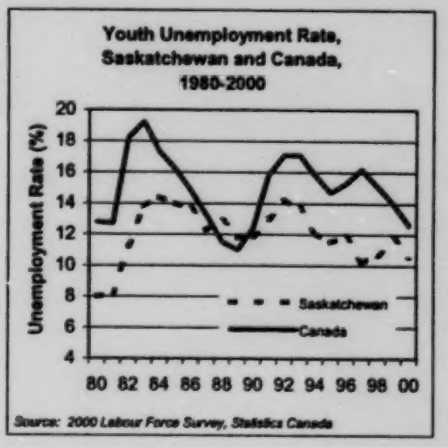


Figure 3.11



Over the past 20 years, Saskatchewan's youth population has had a lower unemployment rate than the national average in every year except two (1988 and 1989). However, Saskatchewan youth had the highest unemployment rate among the various age groups. Factors which contribute to this rate include: less of an attachment to the labour force, lack of experience, and the likelihood of having just completed some form of schooling and looking for permanent work.

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Employment by Industry

Over the past decade, employment in Saskatchewan has grown by more than 30,000 people. Since 1990, there has been a 14% increase in the number of people employed in the service-producing sector and a 9% decrease in the goods-producing sector. By 2000, 72% of the employed were working in the services-producing sector and 28% were in the goods-producing sector.

Over the last decade, there has been a shift in jobs from the goods-producing to the service-producing sector.

The Wholesale and Retail Trades industry employs the most people in the province, accounting for 16% of the total employed labour force. The second largest is Agriculture at 13% or 62,100 workers. Over the past ten years there has been a decline of 20,900 workers in this industry. Table 3.4 outlines the changes in employment by industry for the province.

Table 3.4

Industry Composition of Saskatchewan's Employment, 1990 & 2000

	1990 (000's)	%	2000 (000's)	%	10 Year Change (000's)
All Industries	**454.3**	**100%**	**485**	**100%**	**30.7**
Goods-Producing Sector	**148.4**	**33%**	**134.8**	**28%**	**-13.6**
Agriculture	83	18%	62.1	13%	-20.9
Forestry, Fishing, Mining, Oil, Gas and Utilities	17.2	4%	19.5	4%	2.3
Construction	23.3	5%	24	5%	0.7
Manufacturing	24.8	5%	29.2	6%	4.4
Services-Producing Sector	**305.9**	**67%**	**350.2**	**72%**	**44.3**
Trade	71	16%	76.3	16%	5.3
Transportation and Warehousing	19.2	4%	28.1	6%	8.9
Finance, Insurance, Real Estate and Leasing	22.8	5%	26.6	5%	3.8
Professional, Scientific, Technical Services, Mgmt of Companies & Admin & Other Support Services	18.5	4%	27.1	6%	8.6
Educational Services	30.9	7%	36	7%	5.1
Health Care and Social Assistance	50.6	11%	54.6	11%	4.0
Information, Culture and Recreation	16.3	4%	18	4%	1.7
Accommodation and Food Services	25.3	6%	33.1	7%	7.8
Other Services	21	5%	23.8	5%	2.8
Public Administration	30.3	7%	26.7	6%	-3.6

Source: 2000 Labour Force Survey, Statistics Canada

Employment by Industry

Over the past decade, employment in Saskatchewan has grown by more than 30,000 people. Since 1990, there has been a 14% increase in the number of people employed in the service-producing sector and a 9% decrease in the goods-producing sector. By 2000, 72% of the employed were working in the services-producing sector and 28% were in the goods-producing sector.

Over the last decade, there has been a shift in jobs from the goods-producing to the service-producing sector.

The Wholesale and Retail Trades industry employs the most people in the province, accounting for 16% of the total employed labour force. The second largest is Agriculture at 13% or 62,100 workers. Over the past ten years there has been a decline of 20,900 workers in this industry. Table 3.4 outlines the changes in employment by industry for the province.

Table 3.4

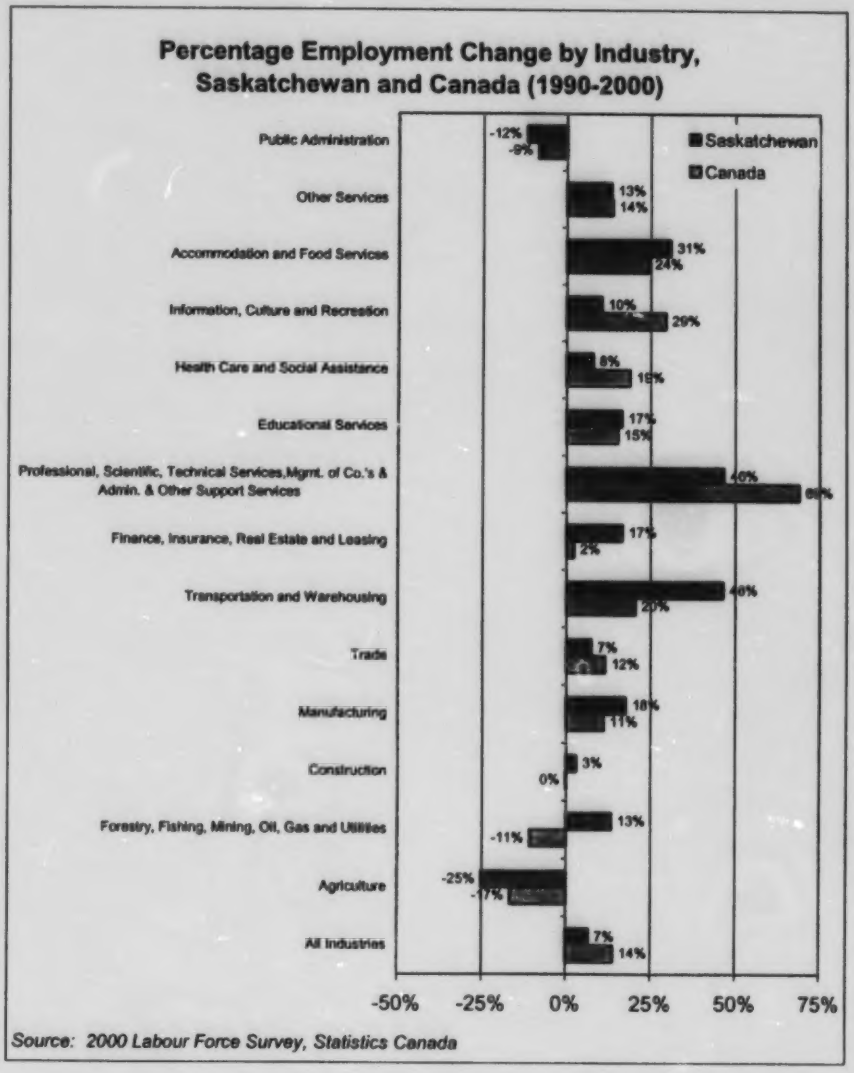
Industry Composition of Saskatchewan's Employment, 1990 & 2000

	1990 (000's)	%	2000 (000's)	%	10 Year Change (000's)
All Industries	**454.3**	**100%**	**485**	**100%**	**30.7**
Goods-Producing Sector	**148.4**	**33%**	**134.8**	**28%**	**-13.6**
Agriculture	83	18%	62.1	13%	-20.9
Forestry, Fishing, Mining, Oil, Gas and Utilities	17.2	4%	19.5	4%	2.3
Construction	23.3	5%	24	5%	0.7
Manufacturing	24.8	5%	29.2	6%	4.4
Services-Producing Sector	**305.9**	**67%**	**350.2**	**72%**	**44.3**
Trade	71	16%	76.3	16%	5.3
Transportation and Warehousing	19.2	4%	28.1	6%	8.9
Finance, Insurance, Real Estate and Leasing	22.8	5%	26.6	5%	3.8
Professional, Scientific, Technical Services, Mgmt of Companies & Admin & Other Support Services	18.5	4%	27.1	6%	8.6
Educational Services	30.9	7%	36	7%	5.1
Health Care and Social Assistance	50.6	11%	54.6	11%	4.0
Information, Culture and Recreation	16.3	4%	18	4%	1.7
Accommodation and Food Services	25.3	6%	33.1	7%	7.8
Other Services	21	5%	23.8	5%	2.8
Public Administration	30.3	7%	26.7	6%	-3.6

Source: 2000 Labour Force Survey, Statistics Canada

As Figure 3.13 shows, employment increased in almost all industry groups in the province between 1990 and 2000. The three industries that experienced the largest percentage of employment growth were in the service-producing sector and include: Professional, Scientific, Technical Services, Management of Companies & Administrative & Other Support Services (46%); Transportation and Warehousing (46%); and Accommodation and Food Services (31%). Agriculture experienced the largest decline in the employed labour force over the past 10 years with a 25% decline. The Public Administration sector had the second highest decline of 12%. These decreases were also reflected at the national level in these industries.

Figure 3.12



Source: 2000 Labour Force Survey, Statistics Canada

Trends in Saskatchewan's employment mirror those at the national level, with a few exceptions. As Figure 3.13 indicates, Saskatchewan had a higher percentage of employment change in Accommodation and Food Services; Educational Services; Finance, Insurance, Real Estate and Leasing; Transportation and Warehousing; Manufacturing; Construction; and Forestry, Fishing, Mining, Oil, Gas and Utilities.

Wages

The average wage was $15.69 in 2000.

In 2000, the average hourly wage for a full-time worker aged 15 and over in Saskatchewan was $15.69. Wage rates vary considerably, depending on the industry, ranging from $8.35 in Accommodation and Food Services to $22.09 in Utilities. The average hourly wage in the goods-producing sector is 9% higher than that in the services-producing sector. Overall, the average hourly wage for women was 81% of that for men. Table 3.5 provides further details by industry sector.

Table 3.5

Saskatchewan Average Hourly Full-Time Wage Rate by Industry, Ages 15+, 2000				
	Total	Males	Females	F/M Ratio
All Industries	**$15.69**	**$17.14**	**$13.84**	**0.81**
Goods-Producing Sector	**$16.75**	**$17.35**	**$12.90**	**0.74**
Agriculture	$10.29	$10.59	$9.32	0.88
Forestry, Fishing, Mining, Oil and Gas	$20.34	$20.82	$15.46	0.74
Utilities	$22.09	$23.24	$17.92	0.77
Construction	$15.65	$15.76	$13.58	0.86
Manufacturing	$16.50	$17.28	$12.54	0.73
Services-Producing Sector	**$15.39**	**$17.04**	**$13.91**	**0.82**
Trade	$12.79	$14.46	$10.47	0.72
Transportation and Warehousing	$16.71	$17.26	$13.99	0.81
Finance, Insurance, Real Estate and Leasing	$16.67	$20.26	$14.72	0.73
Professional, Scientific and Technical Services	$17.90	$21.25	$14.61	0.69
Mgmt of Companies & Admin & Other Support Services	$10.92	$11.52	$10.17	0.88
Educational Services	$19.09	$21.16	$17.73	0.84
Health Care and Social Assistance	$15.52	$16.41	$15.38	0.94
Information, Culture and Recreation	$15.42	$16.83	$14.01	0.83
Accommodation and Food Services	$8.35	$9.39	$7.77	0.83
Other Services	$13.16	$14.65	$10.47	0.71
Public Administration	$20.02	$21.71	$17.66	0.81
Source: 2000 Labour Force Survey, Statistics Canada				

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Public Administration	$20.02	$21.71	$17.66	0.81
Source: 2000 Labour Force Survey, Statistics Canada				

Section 4 — Education and Skills

The number of people in the Saskatchewan labour force with post-secondary education continues to increase. Further education can help foster economic growth, enhance productivity and contribute to personal development.

Education Levels

Saskatchewan's population is becoming more educated over time, reflecting a national trend. In Saskatchewan, the proportion of the working age population (15 to 64 years of age) with a post-secondary education has increased from 32% in 1990 to 40% in 2000. In Canada, 35% of the working age population had a post-secondary education in 1990, compared to 46% in 2000.

This pursuit of higher learning is more prevalent in the population of prime working age. As Table 4.1 shows, 49% of the 25-44 and 45-54 age cohorts in the province had a post-secondary education in 2000, compared to 41% of 55-64 year olds. The 15-24 age cohort has a lower level of post-secondary education, as many in that age groups are still completing their schooling. In all age groups except the 55-64 cohort, Saskatchewan has a lower percentage of the population with a post-secondary education when compared nationally. The greatest difference was in the 25-44 age cohort, with Saskatchewan having a lower percentage of the population with post-secondary education by 7 percentage points compared to the national average.

Table 4.1

Percentage of Saskatchewan and Canadian Population With Post-Secondary Education, by Age Group, 1990 and 2000

	Saskatchewan (%)		Canada (%)	
	1990	2000	1990	2000
15 – 24 years	14	15	18	19
25 – 44 years	41	49	44	56
45 – 54 years	35	49	36	51
55 – 64 years	24	41	25	40
65 and over	16	24	18	25

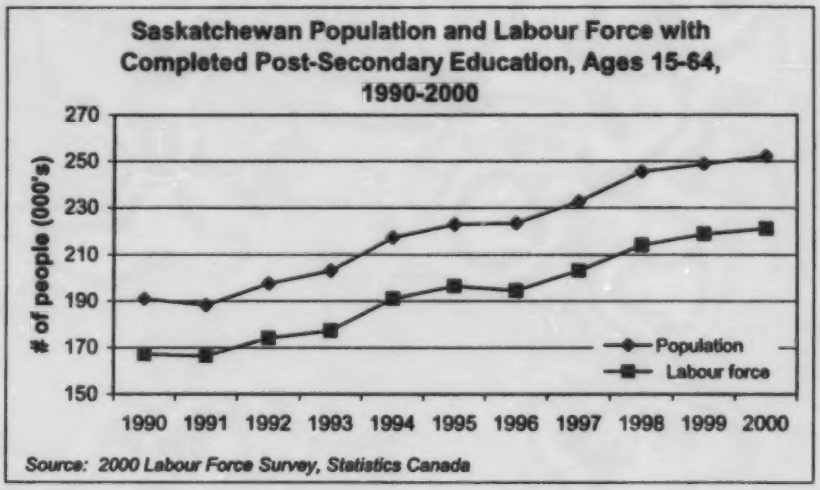
Source: 2000 Labour Force Survey, Statistics Canada

Saskatchewan's labour force is also becoming more educated. During the past decade, the province's labour force increased at an average rate of 0.4% per year. However, the number of labour force participants with post-secondary education rose over that period at an annual average rate of 3.0%. The labour force increased by 23,100 over the 1990s, while the number of post-secondary graduates in the labour force increased by 55,900.

Worth noting is the number of working age people that have post-secondary education and are not participating in the labour force. As seen in Figure 4.1, this number has increased from 23,700 in 1990 to 31,000 in 2000. Further analysis is required to determine the characteristics of this group and their potential to participate in the labour market.

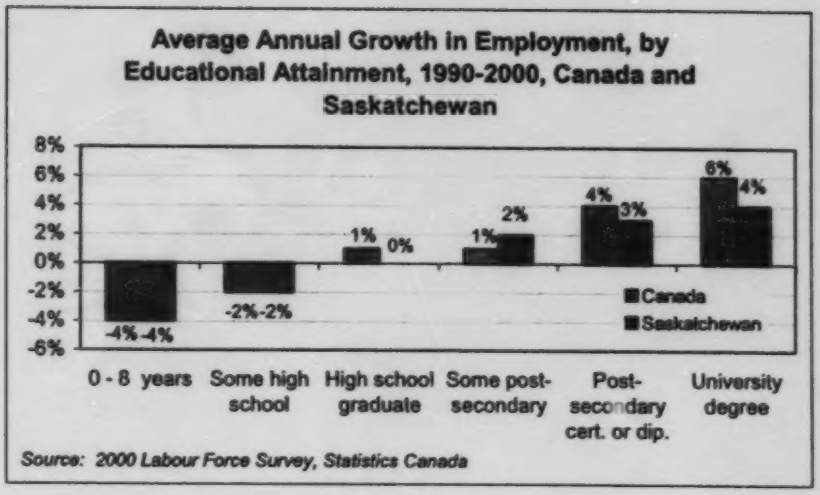
The proportion of the labour force with post-secondary education has steadily increased from 35% in 1990 to 44% in 2000.

Figure 4.1



There has been a growing demand for skilled workers in the labour force, which is reflected in the type of employment growth in the province over the past decade. Workers with some post-secondary education or higher accounted for 95% of net job growth from 1990 to 2000. As shown in Figure 4.2, Saskatchewan has followed the same pattern as Canada, albeit, at a slightly slower rate.

Figure 4.2



Education Levels in Relation to Employment

There are definite advantages of having a post-secondary education in the labour market. People with higher levels of education are more likely to be working and less likely to be unemployed. In 2000, for the population aged 15 and over, the employment rate for those with a completed post-secondary education was 78%, with some post-secondary education 67%, with high school graduation 74%, and for those with less than grade twelve 39%. This is further emphasized by the unemployment rates for those with a completed post-secondary education at 3.5%, with some post-secondary education 5.5%, with high school graduation 4.6%, and for those with less than grade twelve 9.2%.

Having a high school diploma will still 'get your foot in the door' of the labour market, as the province continues to have a need for lower and semi-skilled workers. Those with a grade 12 education consistently have a higher employment rate than those with some post-secondary education. This is most likely due to those with some post-secondary education still being in school and not necessarily in the labour market, therefore resulting in a lower employment rate.

The gap in the employment rate between workers with grade 12 or less and those with a post-secondary education appears to be partially a function of age. There are noticeable differences for youth; however, these differences become less distinguishable for the 25-54 age group and even less so in the 55-64 age group. For example, those employed with less than a grade 12 education have an employment rate 40 percentage points lower than those with a post-secondary education in the 15-24 age cohort (Figure 4.4). This gap lessens to 19 percentage

points for the 25-54 group (Figure 4.5) and 15 percentage points for those 55-64 (Figure 4.6).

Figure 4.3

Figure 4.4

Figure 4.5

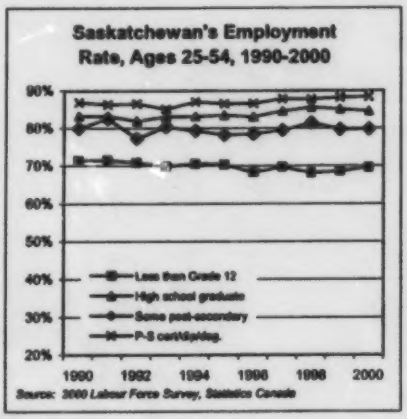
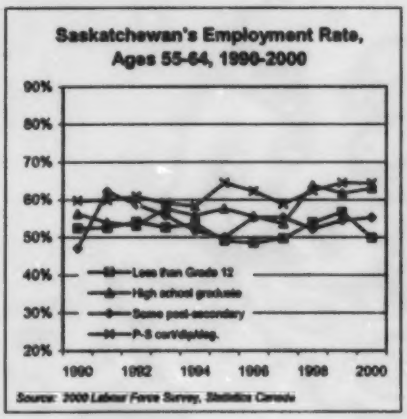


Figure 4.6



Although high school graduates have a high employment rate, their average earnings are substantially lower than those with higher levels of education, as shown in the following table.

The earnings gap widens over time between high school and university graduates.

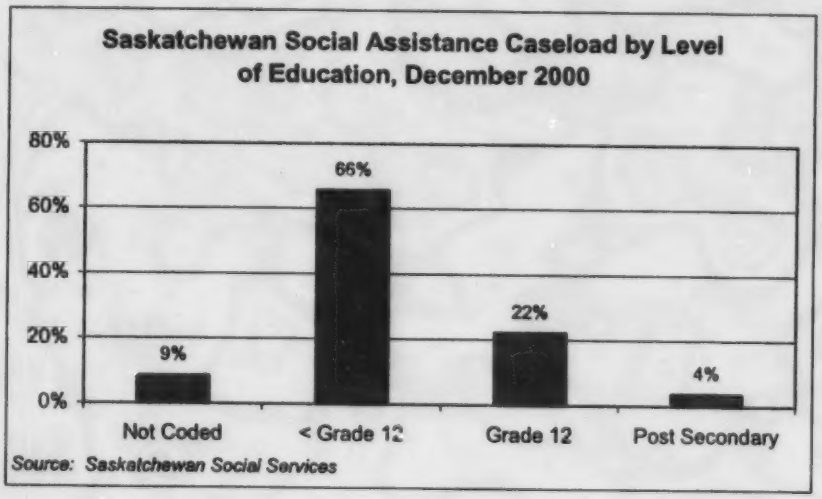
Table 4.2

Average Earnings of the Population (Working Full Year, Full Time), 15 Years and Over, by Highest Level of Schooling, 1995		
	Saskatchewan	Canada
Less than Grade 9 Education	$ 21,700	$26,500
Some High School	$ 25,700	$29,600
High School Completion	$ 27,300	$31,500
Less than University Degree[1]	$ 31,000	$35,900
University Degree	$ 48,100	$53,900
Total	$ 31,400	$37,600

[1] Less than University degree includes those with some post-secondary and those with a post-secondary certificate or diploma.
Source: 1996 Census, Statistics Canada

Those with higher education are also less dependent upon social assistance. For example, in December 2000, less than 4% of the province's Social Assistance Program caseload had a post-secondary education. This includes both fully employable and not fully employable claimants.

Figure 4.7



Section 5 — Aboriginal Population Trends

The Aboriginal population includes all those who identified with one or more Aboriginal groups, including North American Indian, Métis and Inuit for the 1996 Census. It also includes those who did not identify with an Aboriginal group, but reported that they were Registered/Treaty Indians or Band/First Nation members. Please note that the terms Registered Indian and First Nation refer to the same group of people.

In 1996, 75,200 North American Indian and 36,500 Métis people resided in Saskatchewan for a total Aboriginal population of 111,700. Aboriginal people account for approximately 11% of the total provincial population.

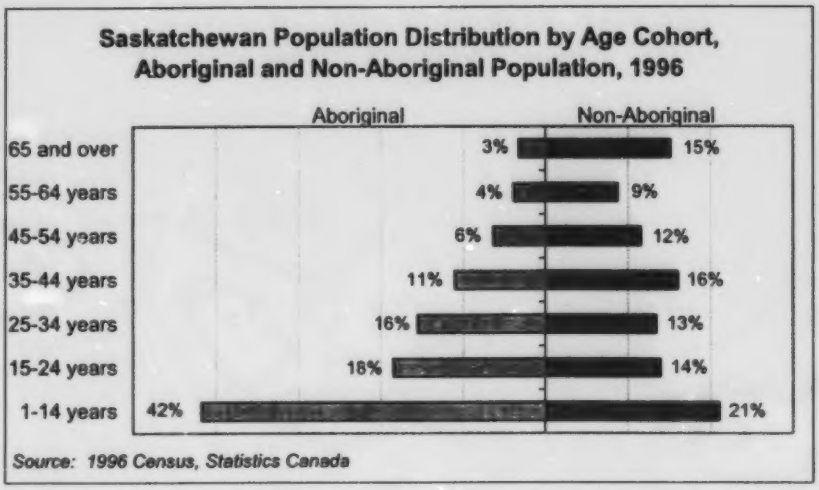
The data in this section is based on the 1996 Census from Statistics Canada unless otherwise stated.

Population

The average age of Saskatchewan's Aboriginal population is ten years less then that of the rest of the population, largely due to a growing Aboriginal youth population. Sixty per cent of Aboriginal people are under 25 years of age, compared to 35% for the non-Aboriginal population. Forty-two per cent of Aboriginal people are under 15 years of age, compared to 21% for the non-Aboriginal population. The high number of Aboriginal youth indicates there will be a significantly greater number of Aboriginal people of an employable age in the future.

On the other side of the spectrum, only 3% of Saskatchewan's Aboriginal population was 65 years of age or older in 1996 compared to 15% of the non-Aboriginal population. The age differences between the Aboriginal and non-Aboriginal populations are largely due to higher fertility and mortality rates for the Aboriginal population. A comparison of Saskatchewan's Aboriginal and non-Aboriginal population by age cohort is provided in Figure 5.1.

Figure 5.1



In 1996, 11% of Saskatchewan's population was Aboriginal. With the exception of the territories, Manitoba's and Saskatchewan's provincial populations had the greatest proportion of Aboriginal people, 12% and 11% respectively. Saskatchewan accounts for 14% of the total Aboriginal population in the country. In comparison, only 1% of Ontario's provincial population is Aboriginal, although it accounts for 18% of the total Aboriginal population in Canada (Table 5.1).

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Table 5.1

Aboriginal Population, 1996 Census		
	Percentage of Jurisdictional Population that is Aboriginal (%)	Share of the Total Canadian Aboriginal Population by Province/ Territory (%)
Canada	3	100
Newfoundland	3	2
Prince Edward Island	1	0
Nova Scotia	1	2
New Brunswick	1	1
Quebec	1	9
Ontario	1	18
Manitoba	12	16
Saskatchewan	11	14
Alberta	5	15
British Columbia	4	17
Yukon	20	1
Northwest Territories	62	5
Source: 1996 Census, Statistics Canada		

Saskatchewan is expected to experience rapid growth in its Aboriginal population. In January 2000, the *Saskatchewan Labour Market Trends Report* forecast the Registered Indian population to grow an average of 3.6% per annum over the next 20 years. The Registered Indian population will also constitute a larger share of Saskatchewan's working age group (15-64), increasing from 7% in 1998, to 11% in 2008, and finally to 16% in 2018.

Figure 5.2 depicts the growth of the various age categories for the Registered Indian population in Saskatchewan. All age categories show a substantial increase over the given time period. By 2018, the 15-64 age group will have more than doubled, with the 25-39 age category being the largest component of the working age population.

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Quebec	1	9
Ontario	1	18
Manitoba	12	16
Saskatchewan	**11**	**14**
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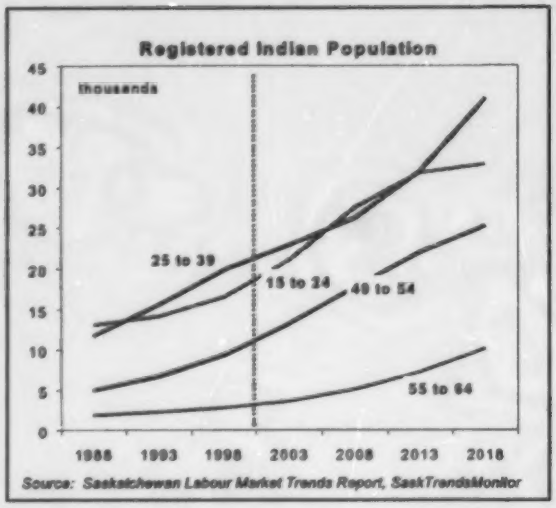
The Registered Indian population in the 15 to 64 age group will more than double over the 20 year forecast period.

Figure 5.2



Youth

In 1996, there were 20,505 Aboriginal youth (aged 15-24) in Saskatchewan, with one in three living on-reserve. Fifty percent were attending school on either a full-time (46%) or part-time (4%) basis. This compares to 60% of the non-Aboriginal youth attending school (55% full-time, 5% part-time). The unemployment rate for Aboriginal youth is almost three times that of non-Aboriginal youth in Saskatchewan, which jumps even higher for Registered Indians living on-reserve (Table 5.2).

Table 5.2

Labour Market Activity of Saskatchewan Youth (15-24), 1996					
Labour Market Activity	Non-Aboriginal	Aboriginal	Métis	Registered Indian Living Off-Reserve	Registered Indian Living On-Reserve
Participation Rate	70%	37%	52%	33%	22%
Employment Rate	61%	24%	38%	19%	12%
Unemployment Rate	13%	34%	27%	43%	46%
Source: 1996 Census, Statistics Canada					

Education

In 1996, 35% of Aboriginal people in Saskatchewan had at least some post-secondary education, compared with 47% for the non-Aboriginal population. Those with post-secondary education were involved in the following fields of study: engineering and applied science technology (26%); commerce, management and business administration (18%); social services and related fields (17%); and educational, recreational, and counseling services (16%), see Table 5.4. Aboriginal people had a larger percentage of people in the social sciences and related fields compared to non-Aboriginal people (17% versus 7%).

Table 5.3

Saskatchewan's Aboriginal, Non-Aboriginal and Total Population 15 Years and Over, Highest Level of Schooling, 1996

	Aboriginal		Non-Aboriginal		Total	
	#	%	#	%	#	%
Less than Grade 12	37,965	59	284,420	42	322,390	43
Grade 12 graduation	4,170	6	75,390	11	79,555	11
Trades certificate or diploma	2,105	3	21,075	3	23,180	3
Other non-university—incomplete	4,295	7	32,130	5	36,425	5
College or University certificate or diploma	10,045	15	158,330	23	168,375	23
University —incomplete	3,775	6	40,745	6	44,520	6
University Degree	2,525	4	71,155	10	73,685	10
Total	64,885	100	683,250	100	748,135	100

Source: 1996 Census, Statistics Canada

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College or University certificate or diploma	10,045	15	158,330	23	168,375	23
University —incomplete	3,775	6	40,745	6	44,520	6
University Degree	2,525	4	71,155	10	73,685	10
Total	64,885	100	683,250	100	748,135	100

Source: 1996 Census, Statistics Canada

Table 5.4

Saskatchewan's Aboriginal and Non-Aboriginal Population, Aged 15+ with Post-Secondary Qualifications by Major Field of Study, 1996				
	Aboriginal		Non-Aboriginal	
	#	%	#	%
Educational, recreational and counseling services	2,345	16	36,855	15
Fine and applied arts	610	4	13,130	5
Humanities and related fields	395	3	11,085	4
Social sciences and related fields	2,485	17	17,065	7
Commerce, management and business administration	2,680	18	52,640	21
Agricultural and biological sciences/technologies	670	5	15,700	6
Engineering and applied sciences	150	1	5,350	2
Engineering and applied sciences technologies and trades[1]	3,855	26	56,625	23
Health professions, sciences and technologies	1,365	9	37,015	15
Mathematics and physical sciences	95	1	4,990	2
No specialization and other specialization n.e.c.	30	0	110	0
Total	14,680	100	250,565	100

[1] This category covers a wide variety of programs from Trade – College institutions including: Architectural Technology, Chemical Technology, Building Technologies, Data Processing and Computer Science Technologies, Electronic and Electrical Technologies, Environmental and Conservation Technologies, General and Civil Engineering Technologies, Industrial Engineering Technologies, Mechanical Engineering Technologies, Mechanical Engineering Technologies, Primary Industry/Resource Processing Technology, Transportation Technologies and other Engineering/Applied Sciences Technologies.

Source: 1996 Census, Statistics Canada

Engineering and applied science technologies and trades is the largest single field of study for Aboriginal people in post-secondary institutions.

Aboriginal post-secondary graduates are successfully gaining employment in the province. In March 2000, the Saskatchewan Indian Federated College (SIFC) completed a survey of its former students and graduates since 1978. Of the survey respondents, 87% of the graduates were of Aboriginal ancestry and 13% were not. Eighty-five percent of the graduates found full-time employment within six months of graduation. Figure 5.3 shows the distribution of the areas of employment for SIFC graduates.

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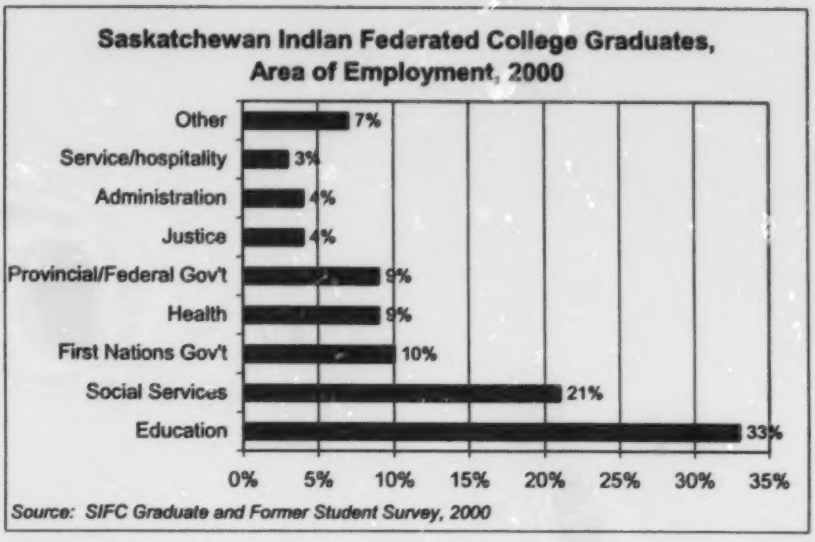
Commerce, management and business administration	2,680	18	52,640	21
Agricultural and biological sciences/technologies	670	5	15,700	6
Engineering and applied sciences	150	1	5,350	2
Engineering and applied sciences technologies and trades[1]	3,855	26	56,625	23
Health professions, sciences and technologies	1,365	9	37,015	15
Mathematics and physical sciences	95	1	4,990	2
No specialization and other specialization n.e.c.	30	0	110	0
[illegible]	14,680	100	[illegible]	[illegible]

[1] This category covers a wide variety of programs from Trade – College institutions including: Architectural Technology, Chemical Technology, Building Technologies, Data Processing and Computer Science Technologies, Electronic and Electrical Technologies, Environmental and Conservation Technologies, General and Civil Engineering Technologies, Industrial Engineering Technologies, Mechanical Engineering Technologies, Mechanical Engineering Technologies, Primary Industry/Resource Processing Technology, Transportation Technologies and other Engineering/Applied Sciences Technologies.

Source: 1996 Census, Statistics Canada

Aboriginal post-secondary graduates are successfully gaining employment in the province. In March 2000, the Saskatchewan Indian Federated College (SIFC) completed a survey of its former students and graduates since 1978. Of the survey respondents, 87% of the graduates were of Aboriginal ancestry and 13% were not. Eighty-five percent of the graduates found full-time employment within six months of graduation. Figure 5.3 shows the distribution of the areas of employment for SIFC graduates.

Figure 5.3



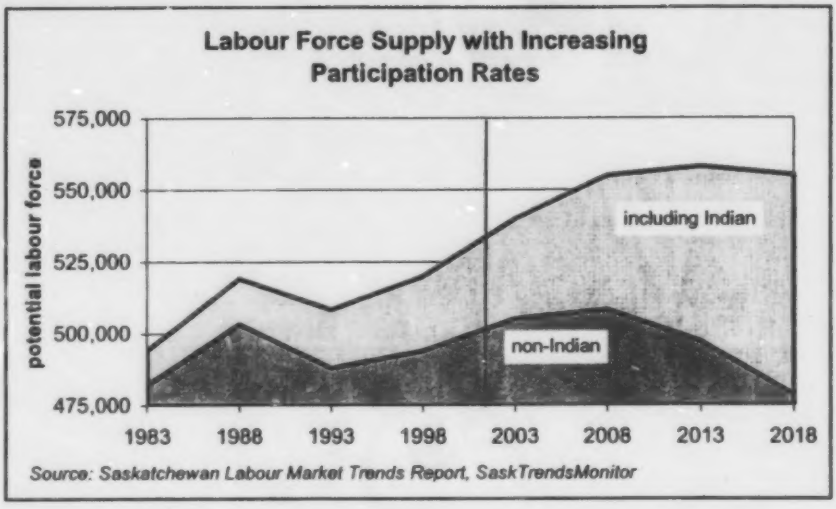
The Saskatchewan Institute of Applied Science and Technology (SIAST) graduate follow-up study showed that 11% of its graduates in 2000 were of Aboriginal ancestry. Six months after graduation, 80% of these graduates were employed.

Labour Force

The provincial labour supply is expected to decline over the next 10 to 15 years, largely due to an aging labour force. This will provide more job opportunities for new labour force entrants, including Aboriginal people. Increased education and training opportunities for Aboriginal people will enable them to more fully participate in the labour market and help alleviate future labour market shortages.

The *Saskatchewan Labour Market Trends Report* shows that the future labour force supply in Saskatchewan will be more dependent on the Aboriginal population. In 1998, the Registered Indian population in Saskatchewan constituted about 5% of the labour force, aged 15 and over. As Figure 5.4 indicates, this percentage is expected to increase with the Aboriginal population representing 9% of the labour force by 2008, and 14% by 2018.

Figure 5.4



The number of Registered Indians in the labour force aged 15 and over, will have to increase by more than 50,000 (more than triple the current level) in order to achieve the forecast participation rate of 66% by 2018 (Table 5.5).

Table 5.5

Projected Labour Force and Participation Rate for Registered Indians in Saskatchewan (1998 & 2018)		
	1998	2018
Labour Force	25,896	76,422
Labour Force Participation Rate	50.5%	66.1%
Source: Saskatchewan Labour Market Trends Report, SaskTrendsMonitor		

In Table 5.6, the 25-64 age grouping was used to exclude youth who may still be obtaining education and not participating in the labour force. The Aboriginal population in Saskatchewan has a significantly lower employment rate compared to the non-Aboriginal population. Forty-seven percent of the Aboriginal population aged 25-64 were employed in 1996, compared to 81% of the non-Aboriginal population. The unemployment rate among Aboriginal people of the same age group was nearly five times higher than the non-Aboriginal population – 24% versus 5%.

Table 5.6

Saskatchewan Labour Force Statistics, Ages 25-64, 1996			
	Aboriginal	Non-Aboriginal	Total
Labour Force	25,305	364,785	390,090
Participation Rate	62%	85%	83%
Number of Employed	19,335	348,065	367,395
Employment Rate	47%	81%	78%
Number of Unemployed	5,975	16,720	22,690
Unemployment Rate	24%	5%	6%
Source: 1996 Census, Statistics Canada			

The average earnings for the Aboriginal population aged 15 and over in Saskatchewan was $14,900 in 1995. In comparison, the non-Aboriginal population's average earnings in the same age range was 51% higher at $22,600. Fifty-four per cent of the Aboriginal population had earnings of less than $10,000, compared to 28% for the non-Aboriginal population. This is partially due to employment in occupations with lower wage rates and a seasonal attachment to the labour force.

Earnings vary considerably based on the level of education. In 1995, Aboriginal people with less than a Grade 12 education had annual average earnings of $11,300; those with less than a university degree earned $16,100; and those with a university degree earned $27,700.

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Section 6 — Provincial Outlook

Economic Conditions

Economic conditions globally and in the rest of Canada influence Saskatchewan's economic performance. The recent weakness in the U.S. economy has continued throughout the first half of 2001, although economic activity is expected to improve in the latter six months. Saskatchewan Finance estimates the U.S. economy will grow at an average annual rate of 3.7% over the 2001-2005 period, and the Canadian economy will grow at an average rate of 3.4% over the same period. Saskatchewan Finance predicts the provincial economy will grow by 2.2% in 2001 and again in 2002, 2.0% in 2003 and again in 2004, and 2.5% in 2005. Independent forecasters, such as the Conference Board of Canada, anticipate growth of 1.8% in 2001 and 2.5% in 2002 (*Conference Board of Canada, Summer 2001 Provincial Outlook*).

Saskatchewan's economic growth is assisted by investments made in various sectors of the economy. The total estimated value of expenditures on 286 projects in Saskatchewan is expected to exceed $6.5 billion, according to Saskatchewan Economic and Co-operative Development's *2001 Major Projects Inventory*. This inventory lists major projects in Saskatchewan, valued at over $2 million that are both planned and under construction. These expenditures are expected over all phases of the projects and may span several years.

The total estimated value of expenditures on major projects in Saskatchewan is expected to exceed $6.5 billion.

Table 6.1

Inventory of Saskatchewan Projects 2001 Summary		
Sector	**Number of Projects**	**Value of Projects ($ millions)**
Agricultural and Related	29	$523.0
Commercial/Retail	26	202.1
Industrial	7	862.0
Infrastructure	27	598.0
Institutional	73	1,034.5
Manufacturing	14	175.2
Mining	14	962.0
Oil/Gas and Pipelines	24	1,019.9
Power	17	722.7
Recreational/Tourism	22	234.7
Residential	23	137.5
Telecommunications	10	87.2
Total	286	$6,558.8

Source: 2001 Major Projects Inventory, Saskatchewan Economic and Co-operative Development

The largest investment — over $1 billion — is expected in the institutional sector. This consists primarily of health and education-related projects, such as the $174 million Canadian Light Source Synchrotron project at the University of Saskatchewan. Twenty-four oil, gas and pipeline projects in the energy sector are also expected to invest an estimated total of $1 billion. Investments of $862 million in the industrial sector are expected in projects such as oil refineries and sawmills. Power transmission and distribution projects with an estimated value of $722 million are also expected.

Employment Growth and Occupational Opportunities

Saskatchewan Finance expects employment in the province to increase by 0.8% in each of 2001 and 2002, and 0.9% in each of 2003, 2004 and 2005. Total employment is expected to increase by 4.3% over the five year period, from 485,000 in 2000 to 505,900 by 2005. The Conference Board of Canada projects Saskatchewan's employment to decline by 1.8% in 2001 but rebound in 2002 with an increase of 0.5% (*Conference Board of Canada, Summer 2001 Provincial Outlook*).

Saskatchewan's employment demand forecast projects nearly 67,000 job openings over the five-year period from 1999-2004.

It is difficult to accurately predict what jobs will be in demand in the future and where that demand will occur. However, we can speculate on *potential* areas for future job openings, based on historical economic and labour market trends and assumptions for industry growth (i.e. new job creation) and attrition (i.e. retirement, death). The forecast for Saskatchewan's employment demand estimates nearly 67,000 job openings could occur over the five-year period from 1999 to 2004. These projections do not consider employment supply and consequently do not reflect surpluses or shortages.

One and a half years into the forecast period, Saskatchewan's labour market performance has varied. The provincial labour market performed well in 2000, with an overall increase of 5,000 people employed in the labour market compared to 1999. The Saskatchewan economy has been slowing and net inter-provincial migration increasing, which is reflected in year-to-date employment decline of 11,500 from January to August 2001 over 2000.

Projected job openings can be examined by skill level and skill type. The **skill level** of an occupation is defined as the minimum amount of education and training generally required to enter an occupation. Management occupations are not assigned a skill level category because factors other than education and training, such as previous experience, are often more significant determinants for employment.

The following provides a description of the four skill levels based on the National Occupational Classification (NOC) system:

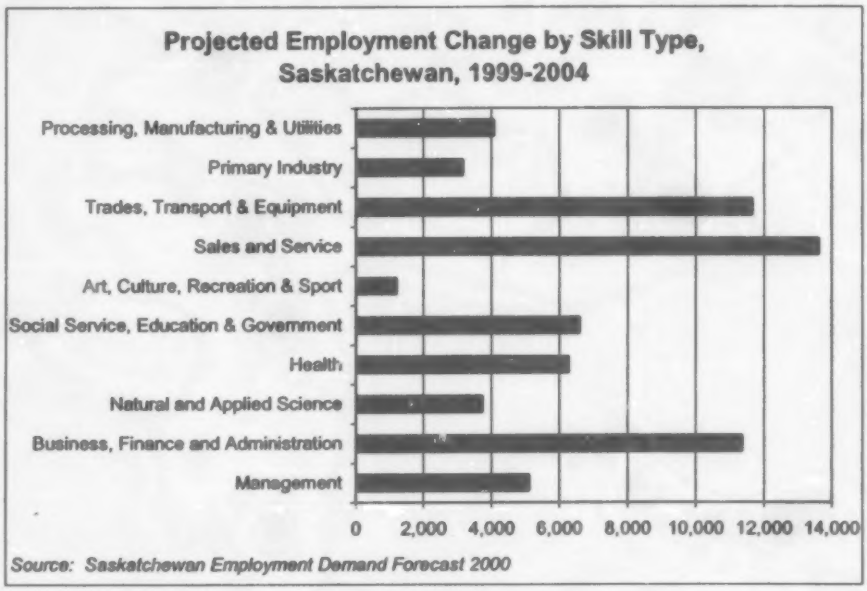
Skill Level A (university degree)	♦ University degree
Skill Level B (post-secondary certificate/ diploma)	♦ Two to three years of post-secondary education at a community college, institute of technology *or* ♦ Two to four years of apprenticeship training *or* ♦ Three to four years of secondary school and more than two years of on-the-job training, training courses or specific work experience *or* ♦ Occupations with supervisory responsibilities *or* ♦ Occupations with significant health and safety responsibilities
Skill Level C (high school or on-the-job training)	♦ One to four years of secondary school education *or* ♦ Up to two years of on-the-job training, training courses or specific work experience
Skill Level D (less than high school graduation)	♦ Up to two years of secondary school and short work demonstration or on-the-job training

Over the forecast period, nearly 60% of total projected job openings are expected to occur in occupations that require management skills, or post-secondary education (skill levels A and B). Semi-skilled workers continue to play an important role in the Saskatchewan labour market, as one-third of job openings are expected to occur in occupations that generally require high school graduation or up to two years of on-the-job training (skill level C).

Figure 6.1

Potential job openings are examined **by skill type**, which is generally defined as the type of major work performed within an occupation. There are nine major occupational areas or skill types, as shown in the following graph. Almost 75% of all job openings are projected to be in the service-related sector of the economy, mainly in the sales and services; trades, transport and equipment; business, finance and administration; social sciences, education and government; and health occupational areas.

Figure 6.2



Saskatchewan's employment demand indicates, at least in the short-term, an increasing demand for higher skill levels. The Expert Panel on Skills, that was appointed by the Prime Minister's Advisory Council on Science and Technology in 1998, also found skills to be a vital element of the new economy. Economic and technological change and the growing complexity of work have set a higher standard of skill requirements that encompass not only technical and scientific competence, but a broad and evolving set of essential, learning, management and leadership skills. The Panel determined there to be a persistent shortage of people with strong technical skills combined with essential and management skills.

The Panel's findings are supported by the provincial employment demand, which also shows high occupational demand for management skills, university education and technical skills. Table 6.2 highlights the occupations that demonstrate high demand over the short term (1999-2004) and are shown by skill level and skill type. Of the 511 occupations examined, those that are expected to have a total of 100 or more job openings *and* a rate of job openings equal to or greater than 20%, are considered in high demand. Rate of job openings is defined

to be the total number of job openings as a percentage of the 1999 employment. This table does not represent all of the jobs with significant demand in the province. For example, it does not include occupations that only have a high number of job openings or occupations that only have a high rate of openings. There are some occupations that have both a small number of job openings and a low rate of openings, where demand may be considered critical (e.g. pharmacists, physiotherapists, dentists and physician specialists).

Fewer than 100 occupations are considered to be in high demand. These high demand occupations account for almost 30,000 job openings, or 44% of all projected job openings. Of these 30,000 job openings, almost two-thirds are for skill levels A, B and management, and the remaining one-third are for skill levels C and D.

Table 6.2

High Demand Occupations by Skill Level (1999-2004)

	Skill Level A	Skill Level B	Skill Level C	Skill Level D
Business, Finance & Administration	• Financial Auditors and Accountants • Jobs in Business Services to Management (e.g. management analyst)	• Medical Secretaries • Supervisors, Recording, Distributing and Scheduling Occupations	• Administrative Clerks • Computer Operators • Customer Services, Information and Related Clerks • Data Entry Clerks • Dispatchers & Radio Operators	
Natural and Applied Sciences	• Biologists and Related Scientists • Civil Engineers • Computer Programmers • Computer Systems Analysts • Electric and Electronics Engineers • Mechanical Engineers	• Drafting Technologists & Technicians • Inspectors in Public and Environmental Health and Occupational Health and Safety		

High Demand Occupations by Skill Level (1999-2004)				
	Skill Level A	Skill Level B	Skill Level C	Skill Level D
Health	• Registered Nurses • Head Nurses & Supervisors	• Ambulance Attendants • Licensed Practical Nurses • Medical Laboratory Technicians • Medical Laboratory Technologists & Pathologists' Assistants • Medical Radiation Technologists • Respiratory Therapists, Clinical Perfusionists & Cardio-Pulmonary Technologists	• Dental Assistants • Nurse Aides & Orderlies	
Social Service, Education & Government	• College/ Vocational Instructors • Economic Development Officers • Elementary & Kindergarten Teachers • Lawyers • Post-Secondary Teachers and Researchers • Secondary School Teachers • University Professors	• Community and Social Service Workers • Paralegal and Related Occupations		
Art, Culture, Recreation & Sport	• Librarians	• Artisans & Craftspersons		
Sales and Service		• Other Service Supervisors • Technical Sales Specialists – Wholesale Trade	• Early Child Education Assistant • Elementary & Secondary School Teacher Assistants • Visiting Homemakers, Housekeepers & Related Occ.	• Operators & Attendants in Amusement & Recreation

High Demand Occupations by Skill Level (1999-2004)				
	Skill Level A	Skill Level B	Skill Level C	Skill Level D
Trades, Transport & Equipment Operators		• Cabinetmakers • Electricians • Floor Covering Installers • Industrial Electricians • Machine Fitters • Machinists & Tooling Inspectors • Plaster & Drywall Installers • Plumbers • Sheet Metal Workers • Supervisors – Electrical Trades & Telecommunication • Supervisors – Motor Transport and Other Ground Transit Operators • Supervisors – Other Construction Trades • Supervisors, Carpentry Trades • Supervisors, Heavy Construction Equipment Crews	• Truck Drivers • Waterworks & Gas Well Drilling Workers	
Primary Industry		• Oil & Gas Well Drillers • Supervisors – Oil & Gas Drilling	• Oil & Gas Well Drilling Workers	• Oil & Gas Drilling, Servicing and Related Labourers
Processing, Manufacturing and Utilities		• Gas & Chemical Process Operators • Supervisors – Food, Beverage & Tobacco Processing	• Welding and Solder Machine Operators • Industrial Butchers & Metal Cutters • Mechanical Assemblers & Inspectors • Painters & Coasters, Manufacturing	• Labourers in Wood, Pulp and Paper Processing • Labourers in Metal Fabrication

For ***skill level A*** (university degree), there is high occupational demand in social services, education and government; health; and natural and applied sciences. Registered nurses and elementary and secondary teachers account for more than 50% of the job openings in these high demand occupations.

For ***skill level B*** (post-secondary diploma/certificate), high demand is expected for many of the occupational areas, such as trades, transport and equipment operators; health; natural and applied sciences; and business, finance and administration. For example, occupations with more than 300 job openings *and* 25% or higher rate of openings, include gas and chemical process operators, community and social service workers, technical sales specialists in wholesale trade, electricians and registered nursing assistants.

For ***skill level C*** (high school graduation or on-the-job training), several of the high demand occupations are in business, finance and administration; sales and service; and processing, manufacturing and utilities. Truck drivers, nurse aides and orderlies, and welding and solder machine operators account for 50% of the job openings for these high demand occupations.

For ***skill level D*** (less than high school graduation), there are only a select few occupations that are in high demand. These include attendants in amusement and recreation, oil and gas drilling services, labourers in metal fabrication, and labourers in wood, pulp and paper.

There are several ***management*** opportunities that are in high demand including senior managers in the areas of goods production, utilities, transportation and construction; school principals and administrators of elementary and secondary education; financial; manufacturing; health care; and other administrative service managers. However, primary production managers is the only occupation that has more than 300 job openings and 25% or higher rate of openings.

Current industry and occupational demand tends to pattern the provincial employment forecast's short-term demand. The regional colleges and SIAST undertake annual needs assessments to gauge local and regional occupational and labour market demand. The demand identified in the Sector Partnership Program sector studies is reflected in SIAST's needs assessments. These needs assessments inform their planning and delivery of education, training and employment programs and services.

The type of occupational demand identified through these needs assessments, when examined by skill level and skill type, proximate projected employment demand:

- For ***skill level A*** (university education), occupational demand was often cited in the areas of health; social services, education and government; natural and applied sciences, and business, finance and administration. Some examples

of occupations include nurses, physicians, engineers, information, technologists, teachers, counsellors, and financial advisors.

- For ***skill level B*** (post-secondary diploma/certificate), occupational demand was frequently identified in the areas of trades, transport and equipment operators; health; and natural and applied sciences. Some examples of occupations include electricians, welders, mechanics, millwrights, labourers, cooks, medical technicians, and environment and resource technicians.

- For ***skill level C*** (high school graduation or on-the-job training), occupational demand was identified in the areas of business, finance and administration; health; sales and services; trades, transport and equipment operators, and processing, manufacturing and utilities. Some examples of occupations include office clerks, home care aides, sales clerks, waiters/waitresses, truck drivers, construction workers, and mill equipment operators.

- For ***skill level D*** (less than high school graduation), demand was identified in the trades, transport and equipment operators; sales and services; processing, manufacturing and utilities; and health. Examples of occupations include dietary aides, food service workers, hotel/motel staff, construction workers, and labourers.

- For ***management skills***, a majority of management opportunities were identified in the areas of environment, veterinary, and sales and service.

F2

Section 7 — Conclusion

Significant changes to Saskatchewan's economy have taken place during the last ten years. As the global economy improved during the 1990s, so did the Saskatchewan economy. Since 1992, the Gross Domestic Product improved, over 36,000 new jobs were created, unemployment rates fell, and more people with higher education entered the workforce.

As the past decade drew to a close, the strength of Alberta's economy began to adversely effect Saskatchewan's inter-provincial migration. During the last quarter of 2000, the United States economy began to slow down, and the Canadian and Saskatchewan economies have also slowed as a result. However, most analysts continue to predict the U.S. economy will improve over the short term, and that the Saskatchewan economy will continue to grow, albeit at a more modest level.

The number of people employed in the service-producing sector increased by 14%, whereas, employment decreased by 9% in the goods-producing sector mainly due to decreases in agriculture. Strategic investments in the mining, forestry, tourism, biotechnology, and research and development (most notably the Canadian Light Source Synchrotron) sectors have contributed to the diversification of the provincial economy.

Saskatchewan's traditional agricultural base has continued to decline. Agricultural employment decreased by 20,900 during the 1990s, and grain and oilseed prices continue to remain low. Coupled with this decline in agricultural employment is a trend towards rural depopulation. From 1990 to 2000, there was a 7% drop in the total number of people living in rural areas. Over the same time period, there was a 20% decrease in the number of people under the age of 35 who left rural Saskatchewan. This was offset, somewhat, by a 4% increase in the number of people older than 35 years of age in rural areas.

Another population trend that is taking place is an increasing number of older residents within Saskatchewan, which reflects a decrease in fertility and mortality rates, the aging of the baby boom generation, and migration patterns. Over the past 25 years, the number of people aged 65 and over has risen from 11% to 14%. There was a 19% drop in the number of people aged 15 to 24 over the same period. The baby boom generation remains a significant portion of the provincial workforce. As the baby boomers reach retirement age and begin to exit the labour market they will provide employment opportunities for youth and those underrepresented in the labour force.

The province's Aboriginal population is, on average, 10 years younger than the rest of the population. Forty-two per cent of the Aboriginal people are under 15 years of age, compared to 21% of the non-Aboriginal population. The high

number of Aboriginal youth in the province indicates there will be an increasing number of Aboriginal people of an employable age.

A lack of education is a key challenge for Aboriginal people to enter the workforce and to take advantage of job opportunities that will arise from the exit of the baby boomers from the labour market. In 1996, 35% of Aboriginal people in the province had at least some post-secondary education, compared with 47% of the non-Aboriginal population. Only 47% of the Aboriginal population aged 25-64 were employed, compared to 81% of the non-Aboriginal population. The average earnings for the Aboriginal population aged 15 and over in Saskatchewan was $14,900 in 1995, whereas, the non-Aboriginal population was 51% higher at $22,600.

Education is the key to opportunity. As Saskatchewan's population continues to become more educated, the labour force will be better placed to take advantage of future job opportunities. The majority of these opportunities will require at least some post-secondary education, management skills or a university degree. Semi-skilled workers continue to play an important role in Saskatchewan's labour market as one-third of expected job opportunities require a high school diploma or up to two years of on-the-job training.

Glossary

Aboriginal	Those who identified being North American Indian, Metis or Inuit during Census periods, and all those who did not identify with such a group, but reported that they were Registered/Treaty Indians or Band/First Nation members.
Baby Boom Generation	Individuals born between 1946 and 1964.
Earnings	Also known as **Employment income**. Money received by persons 15 years of age and over from wages and salaries; net farm self-employment income; and net non-farm self-employment income from unincorporated business or professional practice.
Educational Attainment	Highest level of schooling completed. Note that an incomplete post-secondary education is considered as "higher" than Grade 12 graduation even if the certificate holder has not completed high school.
Employment	Employed persons are those who, during the reference week did any work for pay or profit, or had a job and were absent from work. Persons working without pay in a family business or farm are still considered as employed.
Employment Rate	Number of employed persons expressed as a percentage of the population 15 years of age and over.
Full-Time Employment	Consists of people who usually work 30 hours or more per week at their main or only job.
Goods-Producing Industry	Includes agriculture; forestry, fishing, mining, and oil extraction; utilities (electric power, gas and water); construction; and manufacturing.
GDP	Gross Domestic Product is a measure of the total value of all final goods and services produced in an economy over a given period of time.
Real GDP	Real GDP refers to GDP adjusted for inflation. Real GDP provides the value of GDP in constant dollars in relation to a base period.
GDP at Factor Cost	The aggregate gross domestic product at market prices that has been revalued to exclude indirect taxes, and add subsidies. The

	new valuation is called gross domestic product at factor cost and includes only the contribution to the economy from the three primary factors of production – land, labour and capital.
Income	Money received from the following sources by persons 15 years of age and over: wages and salaries; net farm self-employment; net non-farm self-employment income from unincorporated business and/or professional practice; federal Child Tax benefits; Old Age Security pension and Guaranteed Income Supplement; benefits from Canada or Quebec Pension Plan; benefits from Unemployment Insurance; other income from government sources; investment income; retirement pensions, and other money income.
Industry	The general nature of the business carried out by the employer for whom the respondent works (main job only).
Labour Force	Civilian non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed (must be looking for work).
Labour Force Population	All persons aged 15 years and over residing in the provinces and territories of Canada, with the exception of the following: persons living on Indian reserves, full-time members of the regular Armed Forces, and persons living in institutions.
Métis	The Métis people are generally considered to be the descendants of Indian women and French-Canadian or European men who were involved in the fur trade in what is now Western Canada during the late 17th, 18th and early 19th centuries. Métis today are recognized as one of the Aboriginal peoples of Canada by section 35(2) of the *Constitution Act, 1982.*
Multiple Job Holders	Persons, who during the reference week, were employed in two or more jobs simultaneously.
Participation Rate	Total labour force expressed as a percentage of the population aged 15 years and over.
Part-Time Employment	Consists of persons who usually work less than 30 hours a week at their main or only job.
Permanent Employment	A permanent job is one that is expected to last as long as the employee wants it, given that business conditions permit. That is, there is no pre-determined termination date.

Private Employees	Those who work as employees of a private firm or business.
Public Employees	Those who work for a local, provincial or federal government, for a government service or agency, a crown corporation, or a government funded public establishment such as a school (including universities) or a hospital.
Registered Indian	Those who are "registered" under *The Indian Act* of Canada. The term Registered Indian is equivalent to First Nations.
Self-employed	**Working owners of incorporated businesses:** Working owners of an incorporated business, farm or professional practice. This group is further subdivided into with paid help and without paid help. **Working owners of unincorporated businesses and other self-employed:** Working owners of a business, farm or professional practice that is not incorporated and self-employed persons who do not have a business (for example, baby-sitters, newspaper carriers). This group is further subdivided into with paid help and without paid help. **Unpaid family workers:** Persons who work without pay on a farm or in a business or professional practice owned and operated by another family member living in the same dwelling.
Service-Producing Industry	Includes trade; transportation and warehousing; finance, insurance, real estate and leasing; professional, scientific and technical services; management, administrative and other support; educational services; health care and social assistance; information, culture and recreation; accommodation and food services; other services and public administration.
Temporary Employment	A temporary job has a predetermined end date, or will end as soon as a specified project is completed.
Unemployment	Unemployed persons who, during reference week, were available for work and were either on temporary layoff, had looked for work in the past four weeks or had a job to start within the next four weeks.
Unemployment Rate	Number of unemployed persons expressed as a percentage of the labour force.

Unique to Primary Industry

Occupations in this broad occupational category are primarily concerned with operating farms and supervising or doing farm work; operating fishing vessels and doing specialized fishing work; trapping; and in doing supervision and production work in oil and gas production and forestry and logging.